

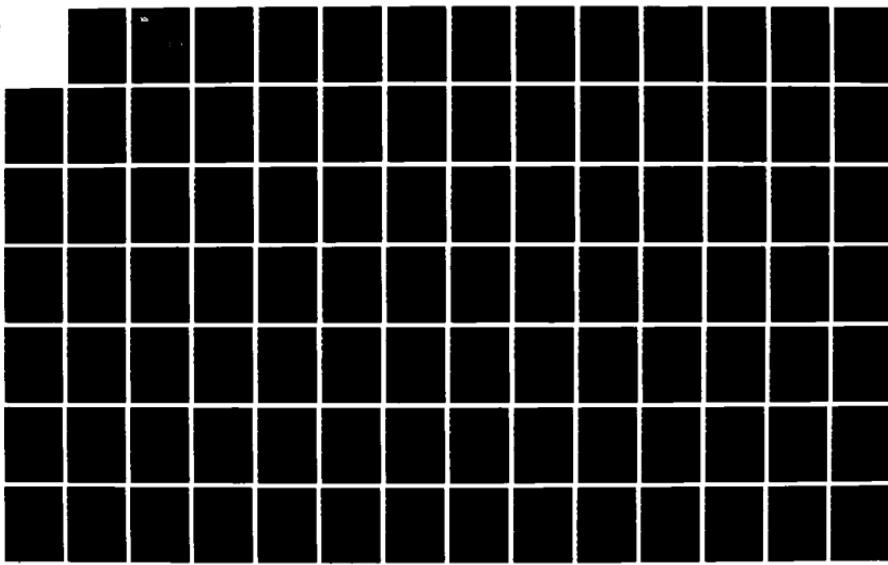
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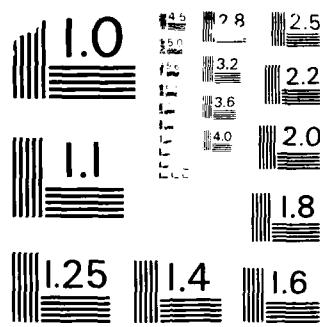
AUTOMATIC TRACKING RADAR AFSC 303X3(U) AIR FORCE
OCCUPATIONAL MEASUREMENT CENTER RANDOLPH AFB TX DEC 87 1/1
AFPT-98-303-787

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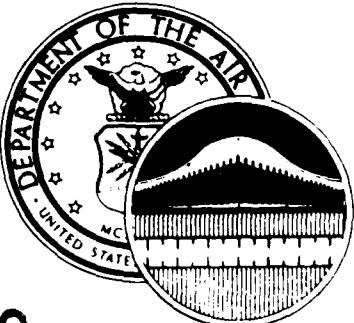




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UNITED STATES AIR FORCE

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OCCUPATIONAL SURVEY REPORT

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AUTOMATIC TRACKING RADAR

AFSC 303X3

AFPT 90-303-787

DECEMBER 1987

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OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150-5000

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DISTRIBUTION FOR
AFSC 303X3 OSR AND SUPPORTING DOCUMENTS

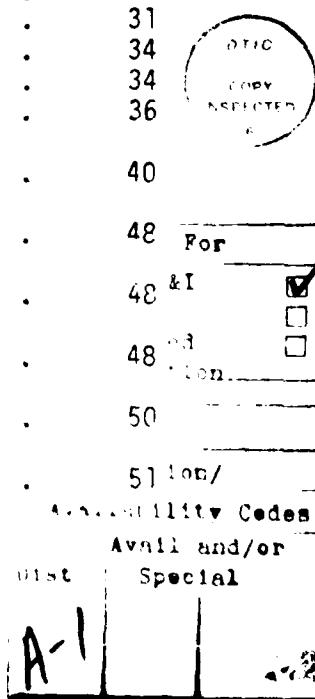
| | <u>OSR</u> | <u>ANL EXT</u> | <u>TNG EXT</u> | <u>JOB INV</u> |
|--|------------|--------------------|--------------------|--------------------|
| AFHRL/MODS | 2 | 1m | 1m | |
| AFHRL/ID | 1 | 1m | 1m/1h | 1 |
| AFMPC/DPMRPQ1 | 2 | | | |
| ARMY OCCUPATIONAL SURVEY BRANCH | 1 | | | |
| CCAF/AYX | 1 | | | |
| DEFENSE TECHNICAL INFORMATION CENTER | 2 | | | |
| HQ AAC/DPAT | 3 | | 3 | |
| HQ AFISC/DAP | 2 | | | |
| HQ ATC/TTOK | 2 | | 1 | |
| HQ PACAF/TTGT | 1 | | 1 | |
| HQ PACAF/DPAT | 3 | | 3 | |
| HQ SAC/DPAT | 3 | | 3 | |
| HQ SAC/TTGT | 1 | | 1 | |
| HQ TAC/DPATJ | 3 | | 3 | |
| HQ TAC/TTGT | 1 | | 1 | |
| HQ USAF/LEYYA (FUNCTIONAL MANAGER) | 1 | | 1 | |
| HQ USAF/DPPT | 1 | | | |
| HQ USMC (CODE TPI) | 1 | | | |
| NODAC | 1 | | | |
| 1CEVG/DPMP (ATTN: TSGT BOWDEN) (BARKSDALE AFB LA) | 2 | | | |
| 3300 TCHTW/TTGX (KEESLER AFB MS) | 8 | 8 | 8 | 7 |
| 3300 TCHTW/TTS (KEESLER AFB MS) | 1 | | 1 | |
| DET 3, USAFOMC (KEESLER AFB MS) | 1 | 1 | 1 | 1 |
| USAFOMC/OMYXL | 10 | 2m | 5 | 10 |
| 3507 ACS/DPKI | 1 | | | |

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PREFACE

This report presents the results of a detailed Air Force occupational survey of the Automatic Tracking Radar (AFSC 303X3) Specialty. The report was requested by HQ ATC/Electronics Training Division (TTOK). Priority was established by the Occupational Survey Report (OSR) Priorities Working Group (PWG) of the USAF Occupational Measurement Center. Authority for conducting specialty surveys is contained in AFR 35-2. Computer products upon which this report is based are available for use by operations and training officials.

The survey instrument used in this project was developed by Second Lieutenant Wendy J. Limbaugh, Inventory Developer, and was analyzed by First Lieutenant Charles T. Jersey, Occupational Analyst. Computer programming support was provided by Mr Wayne Fruge. Administrative support was provided by Ms Linda Sutton. This report has been reviewed and approved by Lieutenant Colonel Thomas E. Ulrich, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies and computer products from which this report was produced may be obtained on request to the USAF Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000.

This report has been reviewed and approved.

RONALD C. BAKER, Colonel, USAF
Commander
USAF Occupational Measurement
Center

JOSEPH S. TARRELL
Chief, Occupational Analysis Division
USAF Occupational Measurement
Center

SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered worldwide to 1,094 Automatic Tracking Radar (AFSC 303X3) incumbents. The 786 respondents in the survey sample represent 72 percent of all assigned Automatic Tracking Radar personnel.
2. Career Ladder Structure: Seven clusters (including 18 jobs) and 5 independent job types were identified in the career ladder structure analysis. Each cluster was directly involved in operations and maintenance duties related to a specific radar band of equipment, radar support equipment, or in duties related to supervisory and management functions. The independent job types focused on areas of radar operations and maintenance, as well as on supervisory and management duties.
3. Career Ladder Progression: The AFSC 303X3 career ladder shows a typical career progression pattern as one advances from skill level to skill level. At the apprentice level, a basically technical job is performed, expanding to a broader job at the specialist level, where incumbents perform a wider range of technical tasks and begin to perform some supervisory tasks. At the technician level, supervisory and management functions occupied the majority of time, while there was a marked decrease in the time spent performing technical tasks.
4. AFR 39-1 Specialty Descriptions: A comparison of survey data to AFR 39-1 indicates the AFR 39-1 specialty descriptions provide an adequate overview of each of the specialty groups, with the exception of 7-skill level personnel. Classification personnel should review the current descriptions for all skill levels for possible revision, especially for the 7-skill level.
5. Training Analysis: Review of the matching of survey data to the AFSC 303X3 Specialty Training Standard (STS) indicates many of the items of the STS are broad in nature and therefore cumbersome. Many of the STS elements had an excessive number of tasks matched to them, indicating the need for a major revision of the STS. Tasks not matched to the STS indicate additional areas that may deserve inclusion in any revised STS. Task-performance-measured sections of the Plan of Instruction (POI) of the E3ABR30333 000 Automatic Tracking Radar Specialist Course were generally supported by survey data. Tasks not matched to the specific blocks indicate areas that may need to be reviewed for possible inclusion in any revision to the POI.
6. Job Satisfaction: Overall, respondents were generally satisfied with their jobs. Job satisfaction was similar between this career ladder and a comparative sample of Mission Equipment Maintenance personnel surveyed in 1986. Levels of satisfaction in the current survey showed a slightly higher view of job satisfaction and utilization of talents and training than was found in the last USR for this ladder (1981).
7. MAJCOM Analysis: Analysis showed no distinct differences between MAJCOMs, other than differences due to the systems operated and maintained. Performance tasks associated with these systems are similar for all MAJCOMs.

8. CONUS versus OVERSEAS Analysis: Analysis of CONUS versus overseas groups showed no distinct differences between the two. CONUS personnel perform a higher percentage of operations functions than overseas personnel. Overseas groups showed a higher percentage of personnel performing site development and general and preventive maintenance functions.

9. Implications: The AFSC 303X3 career ladder is fairly heterogeneous, with both operations and maintenance tasks performed by the same personnel. The AFR SJ-1 job descriptions were adequate for the 3- and 5-skill levels, but the 7-skill level description needs to be reviewed for possible deletion of many of the technical tasks listed. Job satisfaction was positive for the jobs identified, comparable to other Mission Equipment Maintenance Personnel, and slightly improved over the previous survey. In terms of training documents, several discrepancies were noted. Many of the STS items were broad in nature, had an excessive number of tasks matched to them, and several items weren't referenced. The POI was generally supported. A Utilization and Training Workshop (U&TW) is recommended to review both the STS and POI.

OCCUPATIONAL SURVEY REPORT
AUTOMATIC TRACKING RADAR
(AFSC 303X3)

INTRODUCTION

This is a report of an occupational survey of the Automatic Tracking Radar Specialty completed by the Occupational Analysis Division, USAF Occupational Measurement Center, in December 1987. HQ ATC/TTOK at Randolph AFB TX requested this project to obtain current occupational survey information as a result of several changes that have taken place within the career ladder since it was last surveyed in 1981. Survey data will be used to determine the impact of added responsibilities of personnel, as well as equipment changes, and to determine the necessity of revising the current STS and other training documents.

Background

Since it was first established in 1953, the Automatic Tracking Radar specialty has gone through several significant changes. Early in the life of the career ladder, the main emphasis was on radar bomb scoring (RBS); the emphasis is now on electronic warfare/electronic countermeasures (EW/ECM). A second significant change is that first-term airmen are now performing more maintenance-oriented work than operations-oriented work.

The mission of this specialty is two-fold. The primary function is to evaluate aircrew bombing proficiency and to provide electronic warfare/electronic countermeasure (EW/ECM) training environments for aircrews. The second function is to inspect and test automatic tracking radar equipment at specified intervals to locate defective components and broken or missing hardware. In accomplishing this mission, the maintenance and operation of both solid-state and tube-type radar systems and associated equipment is necessary.

All personnel entering the AFSC 303X3 career ladder must have a minimum aptitude electronic score of 72 before attending Course E3ABR30333 000, Automatic Tracking Radar Specialist, 28 weeks in length, at Keesler AFB, Mississippi. Eight of these 28 weeks is spent in basic electronic principles.

Roughly 66 percent of the personnel in this specialty are in Strategic Air Command (SAC), with the remaining 34 percent assigned to TAC, PACAF, and various other MAJCOMs.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-303-787, dated November 1986. A tentative task list was formulated in visits with AFSC 303X3 personnel at Keesler AFB MS to include tasks suggested by the specialty training standard (STS) and other career ladder documents. The tentative task list was refined and validated by subsequent visits to various radar sites, listed below:

Detachment 1, La Junta CO

-- Largest 1st Combat Evaluation Group (1CEVG)
Detachment; test center for new equipment

Mobile Duty Location (MDL) 36, Belle Fourche SD

-- Representative of one of five MDL

Detachment 14, Bismarck ND

-- Small 1CEVG Detachment; Home site for MDL

Mountain Home AFB ID

-- Largest TAC base

Detachment 5, Wilder ID

-- Small 1CEVG Detachment

Barksdale AFB LA

-- HQ 1CEVG

Avon Park Range FL

-- Small TAC base

From these visits, a final task list was developed containing 1,457 tasks organized in 22 duties. The background section in the job inventory included questions about job satisfaction, work area assigned, primary job title, present assignment, and equipment operated and maintained.

Survey Administration

From November 1986 through March 1987, survey control officers at consolidated base personnel offices (CBPO) in operational units worldwide administered the inventory booklets to personnel holding Automatic Tracking Radar DAFSCs (303X3). The personnel were selected from a mailing list generated from Uniform Airman Record (UAR) data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual responding to the survey completed an information and background section, then checked each task performed in his or her job. After checking the tasks performed, the respondent then rated each task checked on a 9-point scale indicating relative time spent on that task. Ratings ranged from one (very small amount of time spent) through five (average amount of time spent) to nine (very large amount of time spent). To determine relative time spent for each task checked by a respondent, all of the respondent's ratings were assumed to account for 100 percent of his or her time spent on the job. These ratings were then summed, divided by the number of total responses, and the quotient multiplied by 100. This procedure provided a basis for comparing tasks not only in terms of percent members performing, but also in terms of average percent time spent on tasks and groups of tasks.

Survey Sample

Eligible personnel were administered survey booklets. Personnel who had been in their present job at least 6 weeks and not in PCS status, retirement, or hospital status were considered eligible for the survey. Table 1 shows the percentage distribution, by MAJCOM groups, of assigned personnel in the career ladder as of October 1986, while Table 2 shows the percentage distribution by paygrade groups. The tables show that representation by MAJCOM and paygrade was fairly good. The 786 respondents in the final survey sample represent 72 percent of the assigned AFSC 303X3 personnel.

Task Factor Administration

In addition to completing the job inventory, selected senior Automatic Tracking Radar personnel were also asked to complete a second booklet for either task difficulty or training emphasis ratings. Task difficulty and training emphasis information are used in a number of different analyses discussed in more detail within this report.

Task Difficulty (TD): Each senior NCO completing a TD booklet was asked to rate each task in the inventory on a 9-point scale from extremely low to extremely high difficulty relative to the other tasks. Difficulty was defined as the length of time required for an average member to learn to perform that task. As a measure of confidence in the TD ratings, a statistic called the interrater reliability was calculated for the 44 DAFSC 303X3 raters. The resulting reliability coefficient of .94 was considered satisfactory by normal reliability criteria. Next, the ratings were processed to produce an ordered

TABLE 1
303X3 MAJCOM DISTRIBUTION OF SURVEY SAMPLE
(Assigned Manning as of October 1986)

| <u>MAJCOM</u> | <u>PERCENT OF ASSIGNED</u> | <u>PERCENT OF SAMPLE</u> |
|-----------------------------|--------------------------------|------------------------------|
| STRATEGIC AIR COMMAND (SAC) | 66 | 66 |
| TACTICAL AIR COMMAND (TAC) | 16 | 16 |
| PACIFIC AIR COMMAND (PACAF) | 10 | 9 |
| OTHER | 8 | 9 |

Total 303X3 Personnel Assigned: 1,094
Total 303X3 Personnel Eligible for Survey: 962
Total 303X3 Personnel in Survey Sample: 786
Percent of Assigned in Sample: 72%
Percent of Eligible in Sample: 82%

NOTE: Personnel projected for PCS, retirement, or discharge; those in hospital status; and those with less than 6 weeks in their present job are not eligible for survey.

TABLE 2
303X3 PAYGRADE DISTRIBUTION OF SURVEY SAMPLE
(Assigned Manning as of October 1986)

| <u>PAYGRADE</u> | <u>PERCENT OF ASSIGNED</u> | <u>PERCENT OF SAMPLE</u> |
|-----------------|--------------------------------|------------------------------|
| AIRMAN | 25 | 20 |
| E-4 | 36 | 38 |
| E-5 | 21 | 23 |
| E-6 | 11 | 12 |
| E-7 | 6 | 7 |
| E-8 | 1 | * |

* Denotes less than .5 percent

listing of all tasks in terms of their relative difficulty. Finally, the ratings were adjusted to give an average difficulty rating of 5.00, with a standard deviation of 1.00. Thus, tasks with ratings of 5.00 or higher could be considered as above average in difficulty.

Training Emphasis (TE): Individuals selected to complete TE booklets were asked to rate all of the tasks on a 10-point scale from zero (indicating that no training is required), to nine (indicating that extremely high training emphasis was recommended). Training emphasis is a rating of tasks indicating which areas should receive emphasis in structured training for first-enlistment personnel. Structured training was defined as training provided through resident technical schools, Field Training Detachments (FTD), Mobile Training Teams (MTT), formal OJT, or any other organized training method. Due to problems encountered during the collection process, TE ratings were not obtainable and, therefore, will not be reported here. Ratings will be obtained at a later date and findings reported separately to technical training personnel.

When used in conjunction with other factors, such as percent members performing, TD and TE ratings can provide insight into the training requirements of a specialty. This may help validate decisions of training personnel to lengthen or shorten specific units of instruction to refine various training programs.

ANALYSIS OF CAREER LADDER JOBS

SPECIALTY JOBS (Career Ladder Structure)

The structure of jobs within the Automatic Training Radar career ladder was examined on the basis of similarity of tasks performed and the percent time spent ratings provided by job incumbents, independent of background or specialty factors.

For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. Each individual job description in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the job inventory. The automated system is designed to locate the two jobs with the most similar tasks and percent time ratings and combine them to form a composite job description. In successive stages, new members are added to initial groups or new groups are formed based on the similarity of tasks and percent of time ratings in each individual job description. This procedure is continued until all individuals and groups are combined to form a single composite representing the total survey sample.

The basic identifying group used in the job structuring process is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped

together and labeled as Clusters. In many career ladders, there are specialized job types that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

Overview

An analysis of the tasks performed and time spent on those tasks by the 786 respondents resulted in identifying 7 clusters of jobs and 5 independent job types within the Automatic Tracking Radar Specialty. Figure 1 is a graphic representation of the way these 12 groups were organized. Six of the seven clusters performed operations and maintenance functions on specific bands of radar equipment or support equipment, while the last cluster consisted of supervisory and management personnel. The independent job types identified performed operations and maintenance functions on specialized pieces of radar equipment, or performed specific managerial functions. The jobs in the following list are discussed in detail in the following pages.

- I. TUBE TYPE "I" BAND RADAR PERSONNEL (STG086, N=105)
 - A. Radar Bomb Scoring (RBS) Radar Specialists (STG230, N=66)
 - B. Anti-Aircraft Artillery (AAA) Threat Simulator Personnel (STG271, N=13)
 - C. Radar Bomb Scoring (RBS) Radar Technicians (STG284, N=5)
- II. "E" BAND CONICAL SCAN AND RELATED IDENTIFICATION FRIEND OR FOE/SELECTIVE IDENTIFICATION FEATURE (IFF/SIF) RADAR PERSONNEL (STG083, N=73)
 - A. Strategic Air Command (SAC) "E" Band AAA Simulator Specialists (STG207, N=39)
 - B. Tactical Air Command (TAC), or Associated Commands, "E" Band AAA Simulator Specialists (STG165, N=30)
- III. SPECIALIZED EQUIPMENT PERSONNEL (STG076, N=75)
 - A. Seek Score Radar Specialists (STG175, N=14)
 - B. Threat Analysis Operations/Maintenance Personnel (STG136, N=21)
- IV. "J" BAND RADAR PERSONNEL (STG114, N=46)
 - A. "J" Band AAA Threat Simulator Specialists (STG197, N=19)
 - B. Tactical Radar Threat Generator Specialists (STG172, N=27)

AFSC 303X3
SPECIALTY JOBS
(N=786)

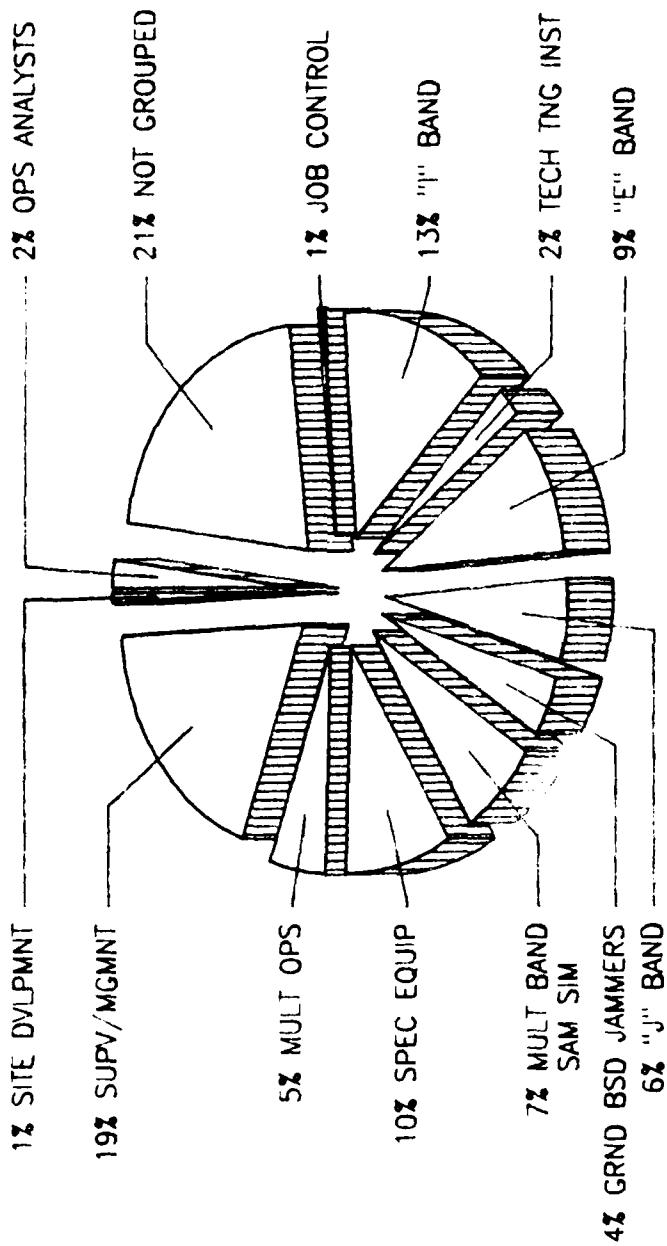


Figure 1

V. MULTIPLE OPERATIONS PERSONNEL (STG116, N=39)

- A. Operations Specialists (STG211, N=13)
- B. Operations Technicians (STG189, N=16)

VI. MULTIPLE BAND SURFACE-TO-AIR MISSLE (SAM)
SIMULATOR RADAR PERSONNEL (STG225, N=56)

- A. Surface-to-Air-Missle (SAM) Simulator Specialists (STG331, N=44)
- B. SAM Simulator Technicians (STG346, N=5)

VII. SUPERVISORY AND MANAGEMENT PERSONNEL (STG038, N=147)

- A. Quality Control Managers (STG246, N=27)
- B. Workcenter Supervisors (STG213, N=9)
- C. Operations Superintendents (STG208, N=22)
- D. Maintenance Superintendents (STG206, N=5)
- E. Operations Crew Chiefs (STG227, N=6)

VIII. GROUND BASED JAMMERS TECHNICIANS (STG119, N=34)

IX. SITE DEVELOPMENT PERSONNEL (STG145, N=6)

X. JOB CONTROL PERSONNEL (STG183, N=5)

XI. OPERATIONS ANALYSTS (STG304, N=16)

XII. TECHNICAL TRAINING INSTRUCTORS (STG216, N=17)

The above jobs account for 619 respondents (79 percent of the sample). The remaining 21 percent did not group with any cluster or independent job group because of either the unique job they performed or the manner in which they perceived their jobs. The majority of those not grouping tended to be select individuals, scattered throughout Automatic Tracking Radar sites, performing specialized maintenance functions.

Table 3 provides selected background information, such as DAFSC distribution, average time in career field (TICF), and average number of tasks performed. Table 4 provides data on the relative time spent on each of the 22 duties by personnel in each of the major jobs. Also included in this report are appendices concerning the Automatic Tracking Radar specialty jobs. Appendix A provides various background information for all the jobs identified in the career ladder structure analysis, including the jobs within the seven clusters. This appendix also lists tasks commonly performed by each of the jobs identified. Appendix B provides data on relative time spent on each of the duties by personnel within each of these jobs.

TABLE 3
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

| | <u>"I" BAND RADAR PERSONNEL CLUSTER (STG086)</u> | <u>"E" BAND RADAR PERSONNEL CLUSTER (STG083)</u> | <u>SPEC EQUIPMENT PERSONNEL CLUSTER (STG076)</u> |
|------------------------------------|--|--|--|
| NUMBER IN GROUP | 105 | 73 | 75 |
| PERCENT OF SAMPLE | 13% | 9% | 10% |
| PERCENT IN CONUS | 79% | 78% | 91% |
| <hr/> | | | |
| DAFSC DISTRIBUTION (PERCENT): | | | |
| 30333 | 17% | 19% | 15% |
| 30353 | 77% | 79% | 73% |
| 30373 | 6% | 1% | 12% |
| <hr/> | | | |
| PREDOMINATE PAYGRADES (DESCENDING) | E-4/3/5 | E-4/3/5 | E-4/5/3 |
| AVERAGE MONTHS IN PRESENT JOB | 21 | 19 | 19 |
| AVERAGE TICF (MOS) | 48 | 43 | 63 |
| AVERAGE TAFMS (MOS) | 53 | 48 | 73 |
| PERCENT IN FIRST ENLISTMENT | 65% | 67% | 48% |
| <hr/> | | | |
| PERCENT SUPERVISING | 1% | 1% | 2% |
| AVERAGE NUMBER OF TASKS PERFORMED | 187 | 181 | 247 |

TABLE 3 (CONTINUED)
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

| | "J" BAND RADAR PERSONNEL CLUSTER (STG114) | MULT OPERATIONS PERSONNEL CLUSTER (STG116) | MULT BAND SAM SIM PERSONNEL CLUSTER (STG225) |
|------------------------------------|--|---|---|
| NUMBER IN GROUP | 46 | 39 | 56 |
| PERCENT OF SAMPLE | 6% | 5% | 7% |
| PERCENT CONUS | 52% | 85% | 79% |
| <hr/> | | | |
| DAFSC DISTRIBUTION (PERCENT): | | | |
| 30333 | 7% | 3% | 13% |
| 30353 | 87% | 69% | 68% |
| 30373 | 7% | 28% | 20% |
| <hr/> | | | |
| PREDOMINANT PAYGRADES (DESCENDING) | E-4/3/5 | E-4/5/6 | E-4/5/3 |
| AVERAGE MONTHS IN PRESENT JOB | 23 | 18 | 21 |
| AVERAGE TICF (MOS) | 43 | 64 | 58 |
| AVERAGE TAFMS (MOS) | 51 | 78 | 62 |
| PERCENT IN FIRST ENLISTMENT | 69% | 44% | 56% |
| <hr/> | | | |
| PERCENT SUPERVISING | 3% | 3% | 2% |
| AVERAGE NUMBER OF TASKS PERFORMED | 222 | 152 | 294 |

TABLE 3 (CONTINUED)
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

| | <u>SUPV/MGMT PERSONNEL CLUSTER (STG038)</u> | <u>GRND BSD JAM TECH (IJT)** (STG119)</u> | <u>SITE DEVLPMT PERS (IJT)** (STG145)</u> |
|------------------------------------|---|---|---|
| NUMBER IN GROUP | 147 | 34 | 6 |
| PERCENT OF SAMPLE | 19% | 4% | 1% |
| PERCENT CONUS | 73% | 85% | 17% |
| <hr/> | | | |
| DAFSC DISTRIBUTION (PERCENT): | | | |
| 30333 | 0% | 24% | 17% |
| 30353 | 23% | 71% | 83% |
| 30373 | 77% | 6% | 0% |
| <hr/> | | | |
| PREDOMINANT PAYGRADES (DESCENDING) | E-6/7/5 | E-4/3/5 | E-3/4/5 |
| AVERAGE MONTHS IN PRESENT JOB | 22 | 19 | 17 |
| AVERAGE TICF (MOS) | 131 | 48 | 40 |
| AVERAGE TAFMS (MOS) | 160 | 52 | 45 |
| PERCENT IN FIRST ENLISTMENT | 5% | 74% | 67% |
| <hr/> | | | |
| PERCENT SUPERVISING | 2% | 2% | 11% |
| AVERAGE NUMBER OF TASKS PERFORMED | 67 | 182 | 76 |

** Independent Job Type (IJT)

TABLE 3 (CONTINUED)
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

| | <u>JOB CTRL</u> <u>PERS (IJT)**</u> <u>(STG183)</u> | <u>OPERATIONS</u> <u>ANAL (IJT)**</u> <u>(STG304)</u> | <u>TECH TNG</u> <u>INSTR (IJT)**</u> <u>(STG216)</u> |
|------------------------------------|---|---|--|
| NUMBER IN GROUP | 5 | 16 | 17 |
| PERCENT OF SAMPLE | 1% | 2% | 2% |
| PERCENT CONUS | 100% | 94% | 82% |
| <hr/> | | | |
| DAFSC DISTRIBUTION (PERCENT): | | | |
| 30333 | 0% | 6% | 0% |
| 30353 | 60% | 75% | 53% |
| 30373 | 40% | 19% | 47% |
| <hr/> | | | |
| PREDOMINANT PAYGRADES (DESCENDING) | E-4/5/6 | E-4/5/3 | E-5/6/7 |
| AVERAGE MONTHS IN PRESENT JOB | 7 | 11 | 42 |
| AVERAGE TICF (MOS) | 128 | 65 | 106 |
| AVERAGE TAFMS (MOS) | 150 | 15 | 133 |
| PERCENT IN FIRST ENLISTMENT | 0% | 44% | 0% |
| <hr/> | | | |
| PERCENT SUPERVISING | N/A | 4% | N/A |
| AVERAGE NUMBER OF TASKS PERFORMED | 23 | 46 | 19 |

** Independent Job Type (IJT)

TABLE 4
RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| | "I" BAND RADAR PERSONNEL CLUSTER (STG086) | "F" BAND RADAR PERSONNEL CLUSTER (STG083) | SPEC EQUIPMENT PERSONNEL CLUSTER (STG076) |
|--|--|--|--|
| A. ORGANIZING AND PLANNING | 2 | 2 | 3 |
| B. EFFECTING AND IMPLEMENTING | 2 | 2 | 2 |
| C. INSPECTING AND EVALUATING | 1 | 2 | 3 |
| D. TRAINING | 2 | 2 | 1 |
| E. PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 5 | 5 | 6 |
| F. PERFORMING OPERATIONS FUNCTIONS | 31 | 20 | 23 |
| G. PERFORMING SITE SUPPORT FUNCTIONS | 2 | 4 | 5 |
| H. PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | 6 | 9 | 6 |
| I. PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 11 | 10 | 12 |
| J. MAINTAINING POWER SUPPLIES AND INDICATORS | 8 | 11 | 7 |
| K. MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 2 | 1 | 1 |
| L. MAINTAINING "I" BAND RADAR SYSTEMS | 18 | 1 | 4 |
| M. MAINTAINING "E" BAND RADAR SYSTEMS | * | 20 | * |
| N. MAINTAINING "F, F" BAND RADAR SYSTEMS | * | * | * |
| O. MAINTAINING "G" BAND RADAR SYSTEMS | 0 | 0 | * |
| P. MAINTAINING "U" BAND RADAR SYSTEMS | 0 | 0 | * |
| Q. MAINTAINING GROUND BASED JAMMERS | 0 | 0 | 0 |
| R. MAINTAINING COMMUNICATIONS SYSTEMS | 1 | 1 | 1 |
| S. MAINTAINING COMPUTERS | 4 | * | 11 |
| T. MAINTAINING AEROSPACE GROUND EQUIPMENT | 3 | 2 | 2 |
| U. MAINTAINING SPECIALIZED EQUIPMENT | 2 | 10 | 8 |
| V. MAINTAINING MULTIFUNCTION RECEIVER SYSTEMS | 0 | * | 4 |

* Percent less than 1 percent

** Percent more than 100 percent due to rounding

TABLE 4 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| DUTIES | "J" BAND RADAR PERSONNEL CLUSTER (STG114) | MULT OPERATIONS PERSONNEL CLUSTER (STG116) | MULT BAND SAM SIM PERSONNEL CLUSTER (STG225) |
|---|--|---|---|
| A ORGANIZING AND PLANNING | 2 | 5 | 2 |
| B DIRECTING AND IMPLEMENTING | 2 | 4 | 2 |
| C INSPECTING AND EVALUATING | 2 | 3 | 2 |
| D TRAINING | 1 | 6 | 1 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 5 | 6 | 4 |
| F PERFORMING OPERATIONS FUNCTIONS | 17 | 50 | 15 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 4 | 3 | 2 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND MAINTENANCE FUNCTIONS | 9 | 3 | 3 |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 9 | 8 | 9 |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | 5 | 3 | 5 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 1 | 1 | 1 |
| L MAINTAINING "H" BAND RADAR SYSTEMS | 6 | 1 | 12 |
| M MAINTAINING "E" BAND RADAR SYSTEMS | 4 | 1 | * |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | 0 | 0 | 12 |
| O MAINTAINING "G" BAND RADAR SYSTEMS | 0 | 0 | 16 |
| P MAINTAINING "J" BAND RADAR SYSTEMS | 25 | 0 | * |
| Q MAINTAINING GROUND BASED JAMMERS | 0 | * | * |
| R MAINTAINING COMMUNICATIONS SYSTEMS | 1 | 3 | 1 |
| S MAINTAINING COMPUTERS | 1 | 2 | 3 |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | 3 | 1 | 3 |
| U MAINTAINING SPECIALIZED EQUIPMENT | 2 | 2 | 6 |
| V MAINTAINING MULTIPLE RECEIVER SYSTEMS | 0 | * | * |

* denotes less than .5 percent

** denotes less than .1 percent. *** less than .01 percent.

TABLE 4 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| | SUPV/MGMT PERSONNEL CLUSTER (STG147) | GRND BSD JAM TECH (IJT)*** (STG19) | SITE DEVELOPT PERS (IJT)*** (STG145) |
|--|---|--|--|
| A. ORGANIZING AND PLANNING | 19 | 3 | 10 |
| B. DIRECTING AND IMPLEMENTING | 14 | 3 | 5 |
| C. INSPECTING AND EVALUATING | 26 | 3 | 5 |
| D. TRAINING | 10 | 2 | 1 |
| E. PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 19 | 6 | 12 |
| F. PERFORMING OPERATIONS FUNCTIONS | 3 | 25 | 10 |
| G. PERFORMING SITE SUPPORT FUNCTIONS | 4 | 2 | 7 |
| H. PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | 2 | 5 | 19 |
| I. PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 1 | 11 | 14 |
| J. MAINTAINING POWER SUPPLIES AND INDICATORS | * | 4 | 12 |
| K. MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | * | 2 | 2 |
| L. MAINTAINING "H" BAND RADAR SYSTEMS | * | * | 0 |
| M. MAINTAINING "E" BAND RADAR SYSTEMS | * | * | 0 |
| N. MAINTAINING "E-F" BAND RADAR SYSTEMS | * | * | 0 |
| O. MAINTAINING "G" BAND RADAR SYSTEMS | * | 0 | 0 |
| P. MAINTAINING "J" BAND RADAR SYSTEMS | * | 0 | 0 |
| Q. MAINTAINING GROUND BASED JAMMERS | * | 0 | 0 |
| R. MAINTAINING COMMUNICATIONS SYSTEMS | * | 23 | 0 |
| S. MAINTAINING COMPUTERS | * | 7 | 0 |
| T. MAINTAINING REFSPACE GROUND EQUIPMENT | * | 1 | 3 |
| U. MAINTAINING SPECIALIZED EQUIPMENT | * | 2 | 0 |
| V. MAINTAINING MULTIPLE RECEIVER SYSTEMS | 0 | * | 0 |

* Denotes less than .5 percent
** Indentical Job Type (IJT)

NOTE: Some figures may not add to 100 percent due to rounding

TABLE 4 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| DUTIES | JOB CTRL | | OPERATIONS | | TECH TNG INSTR (IJT)*** (STG216) |
|---|---------------------------|----------|---------------------------|--|--|
| | PERS (IJT)*** (STG183) | (STG304) | ANAL (IJT)*** (STG304) | | |
| A ORGANIZING AND PLANNING | 18 | | 7 | | 3 |
| B DIRECTING AND IMPLEMENTING | 5 | | 5 | | 2 |
| C INSPECTING AND EVALUATING | 18 | | 4 | | * |
| D TRAINING | 1 | | 16 | | 70 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 54 | | 7 | | 9 |
| F PERFORMING OPERATIONS FUNCTIONS | 0 | | 60 | | 6 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 4 | | 1 | | 4 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | * | | | | 3 |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 0 | | 0 | | * |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | 0 | | 0 | | 1 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 0 | | 0 | | 0 |
| L MAINTAINING "A" BAND RADAR SYSTEMS | 0 | | 0 | | 1 |
| M MAINTAINING "E" BAND RADAR SYSTEMS | 0 | | 0 | | 0 |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | 0 | | 0 | | 0 |
| O MAINTAINING "G" BAND RADAR SYSTEMS | 0 | | 0 | | 0 |
| P MAINTAINING "U" BAND RADAR SYSTEMS | 0 | | 0 | | 0 |
| Q MAINTAINING GROUND BASED JAMMERS | 0 | | 0 | | 0 |
| R MAINTAINING COMMUNICATIONS SYSTEMS | 0 | | 0 | | 0 |
| S MAINTAINING COMPUTERS | 0 | | 0 | | 0 |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | 0 | | 0 | | 0 |
| U MAINTAINING SPECIALIZED EQUIPMENT | 0 | | 0 | | 0 |
| V MAINTAINING MULTIPLE RECEIVER SYSTEMS | 0 | | 0 | | 1 |

* Denotes less than .5 percent

** Independent Job Type (IJT)

NOTE: Columns may not add to 100 percent due to rounding

Job Descriptions

I. TUBE TYPE "I" BAND RADAR PERSONNEL CLUSTER (STG086, N=105). The 105 members of this group comprise 13 percent of the survey sample. Tube Type "I" band radar personnel operate and maintain radar bomb scoring radar (MPS-77, MSO-46), and anti-aircraft artillery radar (M-33) systems. Eighteen percent of their job time is spent in "I" Band Radar System functions (see Table 4). Tasks most commonly performed include:

- Make entries on AFTO Forms 349 (Maintenance Data Collection Record)
- Make entries on AFTO Forms 350 (Reparable Item Processing Tag)
- Perform automatic gain control checks
- Perform fundamental soldering
- Make entries on AF Forms 2005 (Issue/Turn In Request)
- Perform radar receiver checks
- Perform radar system transmitter operational checks

"I" Band Radar personnel average 48 months TICF and perform an average of 187 tasks.

Three jobs were identified within this cluster. The 66 Radar Bomb Scoring (RBS) Specialists (STG230) tend to be junior personnel, primarily performing operational checks and associated maintenance functions on RBS systems. The second job, Anti-Aircraft Artillery (AAA) Threat Simulator Personnel (STG271), with 13 members, perform operations and maintenance associated with the AAA threat simulator (M-33). The five members making up the third job, RBS Radar Technicians (STG284), are senior personnel (E-4 thru E-6) who perform the more complex maintenance functions, such as troubleshooting, on RBS radar systems.

II. "E" BAND RADAR CONICAL SCAN AND RELATED IDENTIFICATION FRIEND OR FOE SELECTIVE IDENTIFICATION FEATURE (IFF/SIFT) PERSONNEL CLUSTER (STG083, N=73). This group was composed of two distinct groups, each characterized either by type of function performed or by their assigned MAJCOM. The one characteristic common to both jobs, however, was the substantial proportion of time spent performing "E" Band System functions (see Table 4). Some of the tasks most representative of the 73 members of this cluster include:

- Make entries on AFTO Forms 349 (Maintenance Data Collection Record)
- Operate small Government vehicles, such as pickups, jeeps, or passenger vehicles
- Perform "E" band tube type conical scan receiver system performance checks
- Perform "E" band tube type conical scan transmitter system performance checks

Align "E" band tube type conical scan transmitter systems
Perform system run down procedures
Align "E" band tube type conical scan receiver systems

Personnel in this cluster perform an average of 181 tasks, average 43 months months TICF, and are predominately 5-skill level personnel.

Two jobs were identified within this cluster. The largest group, Strategic Air Command (SAC) "E" Band AAA Simulator Specialists (STG207), includes junior personnel (E-3 and E-4) assigned specifically to SAC. This group performs functions related to the operation and maintenance of "E" band radar (20 percent) and specialized equipment (21 percent). Tactical Air Command (TAC), or associated commands, AAA Simulator Specialists (STG165), are assigned primarily to TAC. This group, unlike the SAC group, spends 27 percent of their job time in "E" band maintenance, 17 percent in site support functions, but only 1 percent in specialized equipment maintenance.

III. SPECIALIZED EQUIPMENT PERSONNEL CLUSTER (STG076, N=75). The 75 members of this group spend 19 percent of their time maintaining computers and specialized equipment. They perform an average of 247 tasks and have 73 months TAFMS. Some of the most common tasks performed include:

Make entries on AFTC Forms 349 (Maintenance Data Collection Record)
Make entries on AF Forms 2005 (Issue/Turn in Request)
Clean equipment
Perform system runup procedures
Perform system run down procedures
Load computer programs
Make entries on AFTC Forms 350 (Reparable Item Processing Tag)

There were two jobs identified within this cluster. The 14 members comprising the first job, Seek Score Radar Specialists (STG175), perform tasks associated with the tracking and recording of bombing runs. The second job identified, Threat Analysis Operations/Maintenance Personnel (STG175), consists of junior personnel performing functions associated with electronic warfare/electronic countermeasures (EW/ECM) scoring and analysis.

IV. "J" BAND RADAR PERSONNEL CLUSTER (STG114, N=46). Only 2 percent of the AFSC 303X3 sample make up this cluster. These are junior personnel, averaging 222 tasks and 43 months TAFMS. Some of the most common tasks performed include:

Perform system runup procedures
Perform system run down procedures
Make entries on AFTO Forms 349 (Maintenance Data Collection Record)
Operate small Government vehicles, such as pickups, jeeps, or passenger vehicles
Perform radar lock-on procedures
Make entries on AF Forms 2005 (Issue/Turn In Request)
Perform aircraft automatic tracking procedures for EW/ECM threats

Two jobs were identified within this cluster. The first job identified was that of "J" Band AAA Threat Simulator Specialists (STG197). Personnel in this job perform troubleshooting tasks and operational checks on "J" band systems. The 27 Tactical Radar Threat Generator Specialists (STG172), comprising the second job in this cluster, perform preventive maintenance and operational tasks on tactical radar threat systems.

V. MULTIPLE OPERATIONS PERSONNEL CLUSTER (STG116, N=39). The 39 members of this cluster spend 50 percent of their job time in operations functions. This group averages 152 tasks, 64 months TICF, and 78 months TAFMS. Some of the most representative tasks performed by members of this group include:

Replot RBS data
Confirm RBS scores
Measure ground speed
Measure aircraft tracks
Encode RBS scores
Compute RBS mission scores
Measure autoazimuths

Within this cluster, two jobs were identified. The first group, Operations Specialists (STG211), are junior personnel working on a multiple threat emitter system (AN/MST-TIA). Members of this group are performing tasks related to various aspects of radar bomb scoring. Maintenance tasks are somewhat limited due to the fact that at the time of this survey, this piece of equipment was contractually maintained. The second job, Operations Technicians (STG149), consists of 16 senior personnel (E-5/E-6) who perform tasks related to the operation and maintenance of the A1C-25, intercommunications system. This particular system links all the mission scenarios together by means of interphone communication systems. Members of this group perform an average of 175 tasks.

VI. MULTIPLE BAND SAM SIMULATOR RADAR PERSONNEL CLUSTER (STG225, N=56). Unlike the single band clusters, this group was composed of personnel performing operations and maintenance on multiple radar systems. The majority of their job time was spent performing "G" band system functions (16 percent), yet they spend substantial proportions of time performing "I" band system functions (12 percent), and "E/F" band system functions (12 percent) as well. Some of the tasks most representative of the 56 members of this cluster include:

- Make entries on AFTO Forms 349 (Maintenance Data Collection Record)
- Make entries on AFTO Forms 350 (Reparable Item Processing Tag)
- Troubleshoot "G" band TWS radar systems
- Perform daily PMI on "G" band TWS radar systems
- Perform "G" band TWS transmitter system performance checks
- Troubleshoot "G" band TWS transmitter systems
- Align "G" band TWS transmitter systems

Personnel in this cluster perform an average of 294 tasks, average 50 months TICF, and are predominately 5-skill level personnel.

Of the two jobs identified within this cluster, the largest is the SAM Simulator Specialists (STG331). Troubleshooting various systems is the primary focus of this particular group of junior personnel. The second group, SAM Simulator Technicians (STG346), are senior personnel in a supervisory type function. While doing more of the major troubleshooting tasks, this group also evaluates and directs the performance of other members of this cluster.

VIII. SUPERVISORY AND MANAGEMENT PERSONNEL CLUSTER (STG038, N=147). This cluster consists of 147 members, comprising 19 percent of the AFSC 303X3 survey sample. The primary focus of this cluster is on management functions. These personnel are senior in grade (E-6/E-7), with average TICF of 131 months, and are assigned to various managerial assignments on a rotating basis. Tasks most commonly performed by this group include:

- Participate in meetings
- Participate in briefings
- Evaluate compliance with performance standards
- Review correspondence
- Evaluate maintenance of equipment
- Write inspection reports
- Evaluate inspection report findings

Personnel in this group perform an average of 67 tasks. Five jobs were identified within this cluster. The largest group, Quality Control Managers (STG246), consisted of 27 members who evaluated equipment performance, performed inspections, and established quality control requirements. The nine members of the Workcenter Supervisors (STG213) job group directed and planned

operations within the workcenter, to include determining work priorities and maintaining administrative files. The third job identified within this cluster was that of Operations Superintendents (STG208). The 22 members of this group were involved with administrative functions related to general operations. Unlike the workcenter supervisors, this group spent relatively more time evaluating performance standards and establishing policies. The fourth group is that of Maintenance Superintendents (STG206), consisting of five senior personnel who perform functions associated with administrative oversight of maintenance functions within the career ladder. These personnel also perform maintenance on an as-needed basis. The final job identified within this cluster is that of Operations Crew Chiefs (STG227). The six members of this group perform tasks related to the actual operations scenario in progress. They confirm mission results, replot data, and relay information to and from aircrews.

VIII. GROUND BASED JAMMERS TECHNICIANS (STG119, N=34). The 34 members of this independent job have a unique function within the career ladder. This group performs operations and maintenance, to include troubleshooting, PMIs, and performance checks, solely on ground based jammers. Operational tasks are related to electronic jamming of aircraft systems during a given scenario. Some of the tasks most representative of this independent job include:

- Troubleshoot ground based jammer receiver systems
- Troubleshoot ground based jammer transmitter systems
- Align ground based jammer receiver systems
- Perform daily PMI on ground based jammer systems
- Remove or replace ground based jammer receiver system subassemblies
- Perform ground based jammer receiver system performance checks
- Remove or replace ground based jammer receiver system components

Personnel in this IJT perform an average of 182 tasks, average 48 months TICF, and are predominately 5-skill level personnel.

IX. SITE DEVELOPMENT PERSONNEL (STG145, N=6). The majority of job time for the 6 members of this independent job is spent performing radar system installation and removal functions (19 percent). Members of this group average 40 months TICF and perform an average of 76 tasks. Some of the tasks most commonly performed by the members of this job include:

- Load equipment on trucks
- Prepare areas for site installations
- Operate small Government vehicles, such as pickups, jeeps, or passenger vehicles

Remove or replace solid-state power supply subassemblies
Troubleshoot solid-state power supplies
Remove or replace solid-state power supply components
Off-load equipment from trucks

X. JOB CONTROL PERSONNEL (STG183, N=5). Administrative and supply functions occupy 54 percent of job time for the 5 members of this independent job. The average number of tasks performed is 23, with an average TICF of 128 months. Personnel in this job oversee the day-to-day functions of the career ladder. Tasks most representative of this job include:

Make entries on AFTO Forms 349 (Maintenance Data Collection Record)
Determine work priorities
Maintain status boards
Make entries on AFTO Forms 350 (Reparable Item Processing Tag)
Evaluate maintenance data collection reports
Maintain preventive maintenance inspection listings
Verify due in from maintenance (DIFM) document listings

XI. OPERATIONS ANALYSTS (STG304, N=16). Members of this independent job spend the majority of their job time in operations functions (60 percent) and training functions (16 percent). Averaging 65 months TICF and performing an average of 46 tasks, these personnel are responsible for computing mission information, performing data analysis, and evaluating training within the workcenter. Common tasks performed by the 16 members of this independent job include:

Replot RBS data
Measure ground speed
Measure aircraft tracks
Measure autoazimuths
Measure autorange
Replot EW/ECM data
Measure circular error azimuths (CEA)

XII. TECHNICAL TRAINING INSTRUCTORS (STG216, N=17). This group comprises 2 percent of the survey sample. The 17 members of this independent job average 19 tasks and 106 months TICF. Over 70 percent of their job time is spent performing training functions. Tasks most common to this group include:

Conduct ATC classroom training
Prepare lesson plans
Administer tests

Score tests
Counsel trainees on training progress
Evaluate progress of ATC course students
Write test questions

Summary

12 job clusters (including 18 jobs) and 5 independent job types were identified in the career ladder structure analysis. Six clusters were directly involved in operations and maintenance duties of the career ladder. The seventh cluster was involved in supervisory and managerial duties. The independent job types focused on either specialized radar, support equipment, or on specific managerial duties. These 12 groups, combined, present a clear picture of the Automatic Tracking Radar Specialty.

ANALYSIS OF DAFSC GROUPS

DAFSC analysis identifies similarities and differences in task and duty performance at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the STS, reflect what career ladder personnel are actually doing in the field.

Comparison of the duty and task performance between DAFSCs 30333 and 30353 indicated that, while there are some minor differences, the jobs they perform are essentially the same. Therefore, they will be discussed as a combined group in this report. Survey data, if desired, will also be available for each separate skill level.

The distribution of skill-level groups across major specialty jobs is shown in Table 5, while Table 6 shows the relative time spent on each duty across the two skill-level groups being discussed.

The AFSC 303X3 career ladder shows a very typical career progression pattern as one advances from skill level to skill level. As shown in Table 6, personnel in the 3- and 5-skill levels are spending the majority of their job time on technical tasks. At the 7-skill level, percent time spent on technical tasks drops substantially, from 51 percent for 3- and 5-skill levels to 28 percent for the 7-skill level group. Tables 7 and 8 present job descriptions for each of the skill-level groups discussed in this report, while Table 9 presents representative tasks of and differences across skill-level groups.

TABLE 5
DISTRIBUTION OF 303X3 DAFSC GROUP MEMBERS
ACROSS MAJOR SPECIALTY JOBS
(PERCENT RESPONDING)

| MAJOR SPECIALTY JOBS | DAFSC 30333/53 (N=584) | | DAFSC 30373 (N=202) | |
|---|------------------------------|-----|---------------------------|-----|
| | Nmbr | Pct | Nmbr | Pct |
| I. "I" BAND RADAR PERSONNEL (N=105) | 99 | 17% | 6 | 3% |
| II. "E" BAND RADAR PERSONNEL (N=73) | 72 | 12% | 1 | * |
| III. SPEC EQUIPMENT PERSONNEL (N=75) | 66 | 11% | 9 | 4% |
| IV. "J" BAND RADAR PERSONNEL (N=46) | 43 | 7% | 3 | 1% |
| V. MULT OPERATIONS PERSONNEL (N=39) | 28 | 5% | 11 | 5% |
| VI. MULTIPLE BAND SAM SIM PERSONNEL (N=56) | 45 | 8% | 11 | 5% |
| VII. SUPERVISORY/MANAGEMENT PERSONNEL (N=147) | 34 | 6% | 113 | 56% |
| VIII. GROUND BASED JAMMERS TECHNICIANS (N=34) | 32 | 5% | 2 | 1% |
| IX. SITE DEVELOPMENT PERSONNEL (N=6) | 6 | 1% | 0 | 0% |
| X. JOB CONTROL PERSONNEL (N=5) | 3 | 1% | 2 | 1% |
| XI. OPERATIONS ANALYSTS (N=16) | 13 | 2% | 3 | 1% |
| XII. TECHNICAL TRAINING INSTRUCTORS (N=17) | 9 | 2% | 8 | 4% |
| XIV. PERCENT NOT GROUPED (N=167) | 134 | 23% | 33 | 16% |

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE 6
RELATIVE PERCENT TIME SPENT ON DUTIES BY 303X3 DAFSC GROUPS

| <u>DUTIES</u> | <u>DAFSC 30333/53 (N=584)</u> | <u>DAFSC 30373 (N=202)</u> |
|--|---------------------------------------|------------------------------------|
| A ORGANIZING AND PLANNING | 4 | 16 |
| B DIRECTING AND IMPLEMENTING | 2 | 11 |
| C INSPECTING AND EVALUATING | 3 | 19 |
| D TRAINING | 4 | 12 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 8 | 14 |
| F PERFORMING OPERATIONS FUNCTIONS | 27 | 8 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 4 | 3 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | 6 | 3 |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 9 | 3 |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | 6 | 2 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 1 | * |
| L MAINTAINING "I" BAND RADAR SYSTEMS | 5 | 2 |
| M MAINTAINING "E" BAND RADAR SYSTEMS | 3 | 1 |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | 1 | 1 |
| O MAINTAINING "G" BAND RADAR SYSTEMS | 2 | 1 |
| P MAINTAINING "J" BAND RADAR SYSTEMS | 2 | * |
| Q MAINTAINING GROUND BASED JAMMERS | 1 | * |
| R MAINTAINING COMMUNICATIONS SYSTEMS | 1 | 1 |
| S MAINTAINING COMPUTERS | | 1 |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | 2 | 1 |
| U MAINTAINING SPECIALIZED EQUIPMENT | 4 | 1 |
| V MAINTAINING MULTIPLE RECEIVER SYSTEMS | 1 | * |

NOTE: Columns may not add to 100 percent due to rounding

TABLE 7
REPRESENTATIVE TASKS PERFORMED BY AFSC 30333/30353
SKILL LEVEL PERSONNEL

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---|
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 79 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 78 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 74 |
| G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES | 71 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 71 |
| I523 PERFORM FUNDAMENTAL SOLDERING | 70 |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 70 |
| I493 CLEAN EQUIPMENT | 70 |
| I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS | 66 |
| G354 PAINT FACILITIES | 64 |
| I490 CLEAN AIR FILTERS | 63 |
| I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS | 62 |
| I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS | 61 |
| E167 MAKE ENTRIES ON DD FORMS 1574 (SERVICEABLE TAG-MATERIEL) | 60 |
| I542 REPLACE AIR FILTERS | 57 |
| I500 FABRICATE COAXIAL CABLES | 57 |
| A19 PARTICIPATE IN BRIEFINGS | 56 |
| F294 PERFORM POWER SUPPLY OPERATIONAL CHECKS | 54 |
| F303 PERFORM RADAR SYSTEM TRANSMITTER OPERATIONAL CHECKS | 54 |
| F302 PERFORM RADAR RECEIVER CHECKS | 53 |
| E163 MAKE ENTRIES ON AFTO FORMS 22 (TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY) | 53 |
| I526 PERFORM PERIODIC PMI ON VANS OR TRAILERS | 51 |
| I512 LOCATE SHORTS OR OPENS IN CABLE RUNS | 51 |
| E169 MAKE ENTRIES ON DD FORMS 1577 (UNSERVICEABLE (CONDEMNED) TAG MATERIEL) | 51 |
| H438 LEVEL TRAILERS OR VANS | 51 |
| F300 PERFORM RADAR LOCK-ON PROCEDURES | 51 |

TABLE 8
REPRESENTATIVE TASKS PERFORMED BY AFSC 30373
SKILL LEVEL PERSONNEL

| | | PERCENT MEMBERS PERFORMING |
|------|---|----------------------------------|
| A01 | PARTICIPATE IN MEETINGS | 81 |
| A19 | PARTICIPATE IN BRIEFINGS | 79 |
| D118 | MAINTAIN TRAINING RECORDS | 68 |
| C91 | PERFORM SELF-INSPECTIONS | 67 |
| B38 | COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS | 66 |
| B37 | COUNSEL SUBORDINATES ON JOB PROGRESSION | 64 |
| A6 | DETERMINE WORK PRIORITIES | 62 |
| C93 | WRITE APR | 61 |
| B39 | COUNSEL SUBORDINATES ON PERSONAL MATTERS | 61 |
| C72 | EVALUATE INDIVIDUALS FOR RECOGNITION | 60 |
| B52 | INTERPRET DIRECTIVES FOR SUBORDINATES | 55 |
| A18 | ESTABLISH WORK SCHEDULES | 55 |
| C92 | REVIEW CORRESPONDENCE | 54 |
| D105 | COUNSEL TRAINEES ON TRAINING PROGRESS | 54 |
| C67 | EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS | 54 |
| C73 | EVALUATE INSPECTION REPORT FINDINGS | 53 |
| A16 | ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 53 |
| B53 | ORIENT NEWLY ASSIGNED PERSONNEL | 53 |
| A1 | ASSIGN PERSONNEL TO DUTY POSITIONS | 52 |
| C95 | WRITE RECOMMENDATIONS FOR AWARDS OR DECORATIONS | 51 |
| G352 | OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES | 51 |
| B55 | SUPERVISE AUTOMATIC TRACKING RADAR SPECIALISTS (AFSC 30353) | 51 |
| E754 | MAKE ENTRIES ON AF FORMS 2419 (ROUTING AND REVIEW OF QUALITY CONTROL REPORTS) | 51 |
| A28 | PREPARE BRIEFINGS | 50 |
| A27 | PLAN WORK ASSIGNMENTS | 50 |
| C75 | EVALUATE MAINTENANCE OF EQUIPMENT | 50 |
| D102 | CONDUCT QST | 49 |
| A33 | SCHEDULE LEAVES | 49 |

TABLE 9
REPRESENTATIVE TASKS FOR 303X3 DAFSC GROUPS
WITH DIFFERENCES BETWEEN THE GROUPS
(PERCENT MEMBERS PERFORMING)

| TASKS | DAFSC 30333/ 30353 (N=584) | | DAFSC 30373 (N=202) | DIFFERENCE |
|---|-------------------------------------|---------------------------|---------------------------|------------|
| | DAFSC 30333/ 30353 (N=584) | DAFSC 30373 (N=202) | | |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 71 | 19 | +52 | |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 76 | 19 | +51 | |
| F523 PERFORM FUNDAMENTAL SOLDERING | 70 | 7 | +49 | |
| F520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS | 66 | 19 | +47 | |
| F403 CLEAN EQUIPMENT | 70 | 24 | +46 | |
| F516 PERFORM CORROSION CONTROL ON ANTEAN PEDESTALS | 61 | 17 | +44 | |
| F519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS | 62 | 20 | +42 | |
| F490 CLEAN AIR FILTERS | 63 | 21 | +42 | |
| F521 PERFORM DAILY PM. ON VANS OR TRAILERS | 49 | 16 | +39 | |
| F594 PERFORM POWER SUPPLY OPERATIONAL CHECKS | 52 | 16 | +38 | |
| * * * * * | | | | |
| F90 REVIEW CORRESPONDENCE | 54 | 54 | -47 | |
| F91 PERFORM SELF-ASSESSMENTS | 22 | 67 | -45 | |
| F70 EVALUATE INDIVIDUALS FOR RECOGNITION | 18 | 60 | -42 | |
| F52 EVALUATE INFECTED REPORT FINDINGS | 11 | 52 | -42 | |
| F521 ESTABLISH WORK SCHEDULES | 13 | 55 | -42 | |
| F522 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS | 13 | 54 | -41 | |
| F523 TAKE ENTRIES ON AF FORMS 749 (ROUTING AND REVIEW OF QUALITY CONTROL REPORTS) | 13 | 51 | -41 | |
| F524 REVIEW AND ELIMINATE ON-MESSAGE-RELATED MATTERS | 24 | 66 | -42 | |
| F525 MAKE RECOMMENDATIONS FOR TREATMENT | 15 | 51 | -39 | |
| F526 ATTEND MEETINGS | 42 | 51 | -39 | |

Skill Level Descriptions

BAFSC 30333/53: As in most career ladders, the job performed by 3- and 5-skill level respondents is largely technical in nature. Table 6 shows the majority of job time for 3- and 5-skill level personnel is spent in operations functions (27 percent) and system maintenance functions (32 percent). This trend is reflected by the fact that most 3- and 5-skill level personnel are found in jobs related to radar operations or maintenance (see Table 5). Table 7 provides a listing of those tasks performed by the highest percentages of 3- and 5-skill level respondents.

BAFSC 30333: Seven-skill level personnel (26 percent of the survey sample) spend the majority of their job time in supervisory and management functions (58 percent). Technical work decreases significantly at the 7-skill level to only 28 percent of the job time. This trend is supported by Table 8, where tasks performed by the highest percentages of 7-skill level personnel are supervisory in nature.

Summary

Career ladder progression in this specialty is typical of most career ladders through 5-skill levels. As one progresses from the 3- to 5-skill level, technical tasks continue to account for a large proportion of job time. Technical tasks show a sharp decline at the 7-skill level, while supervisory and management tasks increase substantially.

ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

The results of the skill level and job structure analyses were compared with the AFR 39-1 Specialty Descriptions for 30313, 30333, and 30353, dated 15 March 1974 and 20273, dated 1 January 1982, for the Automatic Tracking Radar specialty. The descriptions in AFR 39-1 describe, in broad terms, the tasks and duties performed by members of the various skill-level groups of a career ladder.

The description for the 3- and 5-skill levels was fairly well supported by survey findings, however. The description depicts the technical aspect of the job with its heavy supervisory responsibility previously described in the survey analysis.

The description for the 7-skill level was supported by survey findings, with the exception of technical aspects of the job. The job description depicts a highly technical job at the 7-skill level, yet survey data shows that this is not the case. Technical tasks accounted for only 28 percent of the job time for 7-skill level personnel, as compared to 72 percent of the job time spent in supervisory functions. The AFR 39-1 description only discusses supervisory and management functions, while describing operations and maintenance functions in great detail. Classification personnel should review the description and make a suitable revision.

TRAINING ANALYSIS

Occupational survey data provide several sources of information which can be used to make training programs more relevant and meaningful to students. The three most commonly used types of occupational survey information are the percent of first-enlistment personnel performing tasks covered in the job inventory, ratings of relative difficulty of tasks, and the ratings of relative emphasis which should be placed on tasks for first-enlistment training. These data can be used in evaluating training documents, such as the Specialty Training Standard (STS) and the Plan of Instruction (POI).

The primary issue for conducting this study was to provide occupational survey information for use in reviewing training for AFSC 303X3.

First-Enlistment Personnel

Analysis of tasks performed by first-enlistment respondents is generally useful to training personnel. Table 10 contains examples of tasks performed by first-enlistment Automatic Tracking Radar personnel, most of which involve operations and general and preventive maintenance functions. This is consistent with previous findings that these two duties account for a substantial percent of job time for 3- and 5-skill level personnel (36 percent). Figure 2 reflects the distribution of first-enlistment respondents across career ladder jobs. Over 60 percent of the 1-48 months TAFMS respondents grouped with the various radar systems and specialized equipment job groups, indicating that maintenance and operations activities of radar systems and specialized equipment should receive a substantial degree of emphasis during first-enlistment training. Twenty-four percent of first-enlistment personnel did not group with any of the identified job groups because of the way in which they answered the survey or because of the nature of their work.

Task Difficulty

The relative difficulty of each task in the inventory was assessed through ratings by 44 experienced Automatic Tracking Radar NCOs. Their ratings were processed to produce an ordered listing of all tasks in terms of their relative difficulty, and were standardized to have an average difficulty of 5.00, with a standard deviation of 1.00. For a more complete description of these ratings, see the Task Factor Administration section in SURVEY METHODOLOGY.

In looking at tasks with the highest difficulty ratings, data indicate that most of the tasks deal with performing maintenance functions related to the various radar systems and support equipment. Tasks with average difficulty ratings involved the daily preventive maintenance work and site support functions, while tasks receiving the lowest difficulty ratings primarily involved general operations functions.

TABLE 10

 REPRESENTATIVE TASKS PERFORMED BY AFSC 303X3
 FIRST-ENLISTMENT PERSONNEL
 (1-48 MONTHS TAFMS)

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING (N=366)</u> |
|--|---|
| E155 MAKE ENTRIES ON AFSC FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 84 |
| E164 MAKE ENTRIES ON AFSC FORMS 349 (MAINTENANCE DATA COLLECTION REQUEST) | 83 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 80 |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 79 |
| I523 PERFORM FUNDAMENTAL SOLDERING | 78 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 78 |
| I493 CLEAN EQUIPMENT | 77 |
| I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS | 75 |
| G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES | 75 |
| G354 PAINT FACILITIES | 70 |
| I490 CLEAN AIR FILTERS | 69 |
| I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS | 69 |
| I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS | 66 |
| F294 PERFORM POWER SUPPLY OPERATIONAL CHECKS | 65 |
| I542 REPLACE AIR FILTERS | 63 |
| F303 PERFORM RADAR SYSTEM TRANSMITTER OPERATION CHECKS | 63 |
| F302 PERFORM RADAR RECEIVER CHECKS | 63 |
| E167 MAKE ENTRIES ON DD FORMS 1574 (SERVICEABLE TAG-MATERIEL) | 62 |
| I500 FABRICATE COAXIAL CABLES | 62 |
| F300 PERFORM RADAR CHECK-ON PROCEDURES | 61 |
| I521 MAKE ITEM REQUESTS (MI) ON VANS OR TRAILERS | 59 |
| I513 LOCATE SHORTS OR OPENS IN CABLE RUNS | 59 |
| H439 LEVEL TRAILERS OR VANS | 58 |
| I527 PERFORM LADY PMI ON VANS OR TRAILERS | 57 |
| F299 PERFORM AUTOMATIC GAIN CONTROL CHECKS | 55 |
| E163 MAKE ENTRIES ON AFSC FORMS 22 (TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY) | 54 |

DISTRIBUTION OF FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N=366)

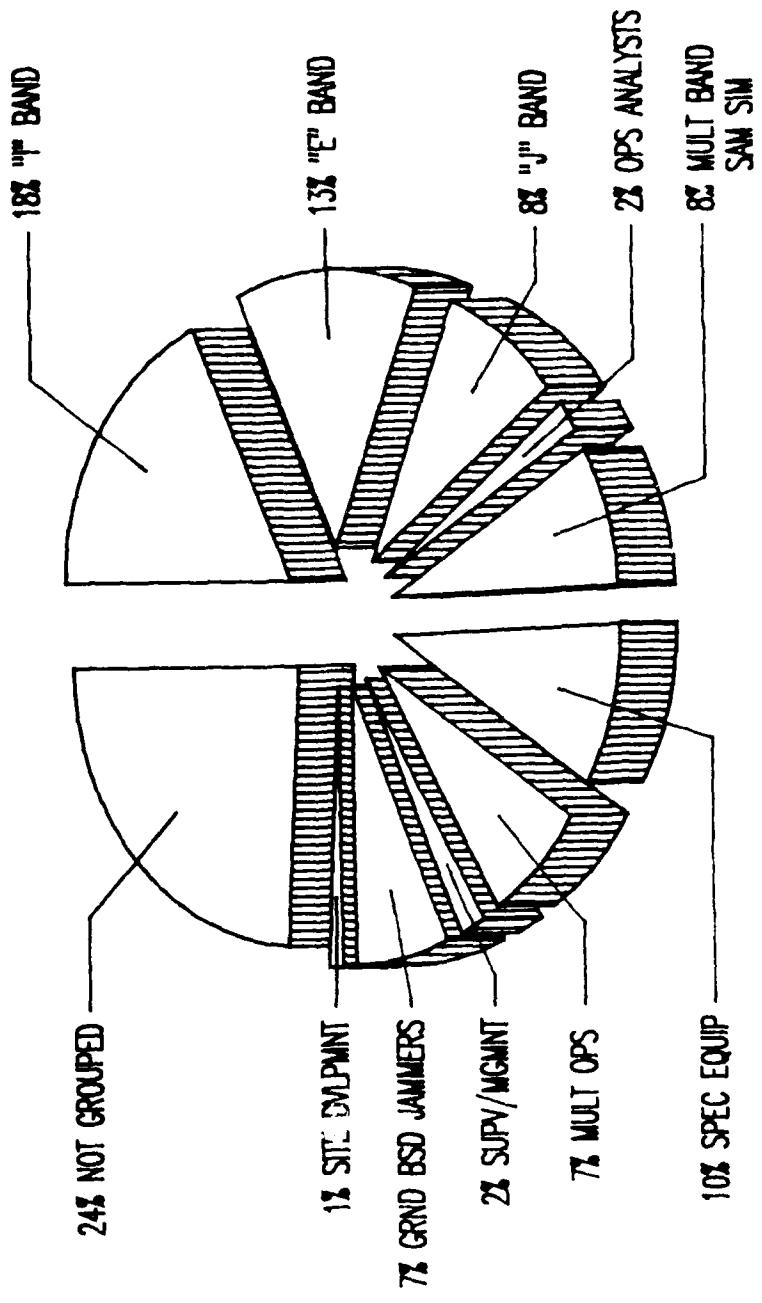


Figure 2

Training Emphasis

Due to problems encountered during the collection phase of training emphasis data, TE will not be reported here. TE data will be collected at a later date and analysis information will be reported separately to technical school personnel at that time.

Specialty Training Standard (STS)

A comprehensive review of the STS for AFSC 303X3, dated April 1978, compared STS items to survey data. The matching was accomplished with the help of training personnel from the 3300 Technical Training Wing (TCHTW) at Keesler AFB MS. Tasks matched with appropriate STS paragraphs were reviewed using task difficulty and percent members performing their first job, first enlistment and at the 5 and 7-skill levels.

The review of the STS identified several deficiencies in the overall content of the document, and several STS elements which had low percentages of personnel performing related tasks. In addition, several tasks were not matched to the STS, yet had sufficiently high percentages of personnel performing. These findings strongly suggest that a thorough review of the STS by training personnel is needed.

Several areas of general concern were noted during the review of survey data to the STS. AFR 8-13 states that an STS identifies "the most common tasks of an enlisted Air Force Specialty that require training." It is intended to cover all major job areas being performed within the career ladder. A significant problem with the current 303X3 STS lies in the fact that many of the elements are written too broadly to clearly highlight specific areas of this career ladder. As a result of this broadness, the STS becomes somewhat cumbersome for use in local on-the-job training (OJT) programs. Information obtained from technical school personnel indicate that, in many cases, MAJCOMs are using job qualification standards (JQS) as a replacement for, instead of a supplement to, the current STS.

The broadness of the STS is clearly evident by the fact that many STS elements have an excessive number of task statements matched to them. For example, paragraph 11a(2), "Transmitting Systems," has 49 tasks matched to it. These tasks pertain to the various radar band systems ("I", "E", "J"), type of system (tube, solid-state, pulsed), and subsystems (box, vertical, conical scan). Paragraph 11a(8), "Antenna Positioning," had 69 tasks matched to it, again with the same wide range of system coverage. Over 341 tasks were matched to paragraph 12a, "Repair or Replace Defective Parts."

In addition to overly broad elements, a portion of the STS was not fully supported due to low percentages of first-job, first-enlistment, 5-, or 7-skill-level respondents performing related tasks. This area dealt with the various components of computer systems, specifically servo systems and plotting systems (Table III), and should be looked at closely to determine if it is appropriate for continued inclusion in the STS.

TABLE 11

AFSC 303X3 STS ITEMS NOT SUPPORTED BY OSR DATA

| STS REFERENCE/TASKS | FIRST-ENLISTMENT (N=366) | 5-SKILL LEVEL (N=493) | 7-SKILL LEVEL (N=202) | | TSK DIF* |
|--|-----------------------------|--------------------------|--------------------------|----|--------------|
| | | | 2b | 3c | |
| R1119 PERFORM DAILY PMI ON RADIO TRANSMITTER SYSTEMS P962 ALIGN "J" BAND BOX SCAN TRANSMITTER SYSTEMS | 11% 4% | 10% 4% | 7% | 0% | 3.82 6.39 |
| 11a(2) RANGE TRACKING SYSTEMS | 2b | 3c | 4c | | |
| N679 ALIGN "E/F" BAND TWS RANGE SYSTEMS L646 ALIGN "I" BAND SOLID-STATE CONICAL SCAN RANGE SYSTEMS | 7% 4% | 6% 5% | | | 5.27 5.79 |
| 11b(2) SERVOSYSTEMS | 2b | 3c | 4c | | |
| S1150 ALIGN ANALOG COMPUTER SERVO SYSTEMS C1080 ALIGN GROUND BASED JAMMER SERVO SYSTEMS | 10% 7% | 9% 5% | | | 5.70 5.47 |
| 11b(4) PLOTTING SYSTEMS | 2b | 3c | 4c | | |
| S1149 ALIGN ANALOG COMPUTER PLOTTING SYSTEMS S1182 PERFORM PERIODIC PMI ON ANALOG COMPUTER PLOTTING SYSTEMS | 10% 8% | 10% 7% | | | 5.88 5.29 |
| 11d CLOSED-CIRCUIT TELEVISION | 2b | 3c | 4c | | |
| U1303 ALIGN TUBE TYPE CLOSED CIRCUIT TV U1345 PERFORM TUBE TYPE CLOSED CIRCUIT TV PERFORMANCE CHECKS | 2% 1% | 2% 1% | | | 6.04 4.68 |

* Task difficulty has an average of 5.00 and a standard deviation of 1.00

Finally, 46 tasks were not referenced to the STS, but were performed by 20 percent or more respondents of the STS target groups. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. The only trend noted was that maintaining specialized equipment, multiple receiver systems, and computers had the greatest percentage of unreferenced tasks. Many of the unreferenced tasks are managerial or supervisory in nature and are difficult to reference because that area of this STS, like most STSs, tended to be somewhat restricted in the scope of coverage. Examples of technical tasks performed by 20 percent or more respondents of the STS target groups, but not referenced to any STS element, are displayed in Table 12.

In summary, the 303X3 STS needs a major reworking. Broad elements should be eliminated, subelements need to be reviewed for appropriateness, and the list of tasks not referenced should be carefully screened for additional areas which should be included or expanded. Since the STS has not been revised substantially since 1978, it would appear a Utilization and Training Workshop (U&TW) would be the most efficient means to accomplish this tasking.

Plan of Instruction (POI)

The POI for Course E3AQR3C333 dated 1 May 1985 was reviewed using tasks matched by training personnel to the criterion objectives (CO), plus task difficulty and percent first-job and first-enlistment personnel performing information.

The present course teaches both operations and maintenance of Automatic Tracking Radar equipment on two systems--the AN/MSQ-77 and the AN/TSQ-81. The primary emphasis of the course is on tube-type rather than solid-state equipment. Training personnel should consider rewriting the present course to shift the emphasis from tube-type systems to solid-state systems since most tube-type systems have been, or are being, replaced in the field.

By and large, survey data support COs requiring task performance. Since only two systems are used for instruction at the school, support dealt primarily with the tube-type systems involved. As stated previously, most tube-type systems are being replaced in the field, so survey data may not support future requirements of the career ladder. There were five areas of the POI not supported by survey data. These areas dealt with the alignment of servo circuits, aircraft coordinate conversion circuits, 1000 hertz amplifiers, or digital readout controls on the AN/MSQ-77 or the AN/TSQ-81. Table 13 shows representative tasks referenced to these five areas and the percentage of first-job or first-enlistment personnel performing these tasks.

There were 98 tasks not matched with COs of the POI that were performed by 30 percent or more first-enlistment personnel. Tasks relating to operations functions, general and preventive maintenance, and radar system installation and removal functions accounted for 76 of the 98 unreferenced tasks. Examples of technical tasks performed by 30 percent or more respondents of the POI target groups (first job/first enlistment), but which are not referenced

TABLE 12
EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
GROUP MEMBERS AND NOT REFERENCED TO THE STS

| TASKS | PERCENT MEMBERS PERFORMING | | | |
|---|----------------------------|-----------------------|------------------|-----------------------------------|
| | 1ST JOB (N=90) | 1ST ENL (N=366) | DAFSC (N=493) | DAFSC (N=202) TASK DIF** |
| F303 PERFORM RADAR SYSTEM TRANSMITTER OPERATIONAL CHECKS | 64 | 63 | 52 | 17 4.59 |
| F227 LOAD COMPUTER PROGRAMS | 28 | 36 | 35 | 14 4.13 |
| F240 OPERATE IDENTIFICATION FRIEND OR FOE / SELECTIVE IDENTIFICATION FEATURE (IFF/SIF) EQUIPMENT | 29 | 26 | 21 | 8 3.59 |
| I528 PERFORM PMI ON POWER DISTRIBUTION EQUIPMENT | 33 | 33 | 29 | 10 4.35 |
| I502 FABRICATE MINOR HARDWARE, SUCH AS CLAMPS, BRACKETS, OR BRACES | 24 | 25 | 24 | 10 5.03 |
| K628 ALIGN VOLTAGE REGULATORS | 40 | 42 | 36 | 13 4.56 |
| T1254 PERFORM AIR COMPRESSOR PERFORMANCE CHECKS | 30 | 28 | 23 | 10 3.68 |
| T1250 ADJUST GENERATORS | 20 | 28 | 25 | 9 4.00 |
| T1249 ADJUST AIR COMPRESSORS | 22 | 26 | 23 | 12 3.75 |
| T1256 PERFORM DAILY PMI ON GENERATORS | 26 | 24 | 19 | 7 3.72 |
| U1330 PERFORM PERIODIC PMI ON DEHYDRATORS | 20 | 25 | 23 | 7 4.32 |
| U1323 PERFORM DEHYDRATOR PERFORMANCE CHECKS | 19 | 25 | 22 | 9 3.89 |

** Average TD rating is 5.00 and the standard deviation is 1.00

TABLE 13

ITEMS FROM POI E3ABR30333 WITH LESS THAN 30 PERCENT
ALL FIRST-TERMERS PERFORMING

| ITEM | TASK | FIRST-JOB ENLISTMENT PERFORMING (N=366) | | FIRST- ENLISTMENT PERFORMING (N=90) | |
|-------|---|--|-------------|--|-------------|
| | | FIRST-TASK DIF* | TSK DIF* | FIRST-TASK DIF* | TSK DIF* |
| XV3b | GIVEN THE AN/MSQ-77 OR AN/TSQ-81 WITH A MISALIGNED RANGE SERVO CIRCUIT (MANUAL, AIDED AND AUTOMATIC), TOS, TEST EQUIPMENT, AND TOOLS, REALIGN EACH IAW TO 31P2-2MSQ77-9 WITH NO MORE THAN ONE INSTRUCTOR ASSIST AND 10 MINUTES TIME LIMIT ON EACH MODE. (7.5 HRS) | 16% | 19% | 5.92 | 5.92 |
| -546 | ALIGN "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEMS | | | | |
| XV3b | GIVEN THE AN/MSQ-77 OR AN/TSQ-81 WITH A MISALIGNED AGC, TOS, TEST EQUIPMENT, AND TOOLS, REALIGN IAW TO 31P2-2MSQ77-9 WITH NO MORE THAN TWO INSTRUCTOR ASSISTS WITHIN 15 MINUTES TIME LIMIT. (1 HR) | | | | |
| -632 | PERFORM DAILY PMI ON "I" BAND TYPE CONICAL SCAN RADAR SYSTEMS | | | | |
| XV14a | GIVEN THE AN/MSQ-77 OR THE AN/TSQ-81 WITH SYMPTOMS OF A MISALIGNED AIRCRAFT COORDINATE CONVERSION CIRCUIT, NECESSARY TOOLS, TEST EQUIPMENT AND TOS, PERFORM THE ALIGNMENT TO CORRECT THE SYMPTOMS WITHIN 10 MINUTES WITH NO INSTRUCTOR ASSISTS. (7.5 HRS) | | | | |

* Task difficulty has a mean of 5.00 and a standard deviation of 1.00.

TABLE 13 (CONTINUED)

ITEMS FROM PO1 E3ABR30333 WITH LESS THAN 30 PERCENT
ALL FIRST-TERMERS PERFORMING

| ITEM/TASK | FIRST-JOB PERFORMING (N=90) | FIRST- ENLISTMENT PERFORMING (N=366) | TSK DIF* | |
|--|-----------------------------------|---|--------------|------|
| | | | 10% | 5.70 |
| S1150 ALIGN ANALOG COMPUTER SERVO SYSTEMS | 11% | 8% | 5.81 | |
| S1148 ALIGN ANALOG COMPUTER COORDINATE CONVERTERS | 6% | | | |
| XVII6a GIVEN THE AN/MSQ-77 OR THE AN/TSQ-81, NECESSARY TOOLS, TEST EQUIPMENT, TOS, AND WORKING IN GROUPS OF TWO OR THREE STUDENTS, PERFORM THE 1000 HERTZ AMPLIFIER ALIGNMENT WITH NO MORE THAN ONE INSTRUCTOR ASSIST. (10 HRS) | | | | |
| 1515 PERFORM BOMB TONE CIRCUITRY OPERATIONAL CHECKS | 18% | 20% | 1.90 | |
| XX2a GIVEN THE AN/MSQ-77 CLOSED-CIRCUIT TELEVISION SYSTEM, NECESSARY TOOLS, TEST EQUIPMENT AND TOS, PERFORM THE TV CAMERA CONTROL UNIT ALIGNMENT WITHIN 15 MINUTES AND WITH NO INSTRUCTOR ASSISTS. (4 HRS) | | | | |
| U1303 ALIGN TUBE TYPE CLOSED CIRCUIT TV U1320 PERFORM DAILY PMI ON TUBE TYPE CLOSED CIRCUIT TV | 3% 0% | 2% 1% | 6.04 4.36 | |

* Task Difficulty has a mean of 5.00 and a standard deviation of 1.00

to any POI element, are displayed in Table 14. Training personnel are encouraged to review the computer printouts of the POIs matched with survey data as they undertake future revisions of the POIs. Particular emphasis should be placed on reviewing the tasks not referenced to COs to determine if new areas should be added to the basic courses.

JOB SATISFACTION

An important part of analysis within any OSR involves the job satisfaction of members and how their responses compare with the responses of members of similar Air Force specialties. Reported job interest, perceived utilization of training and talents, satisfaction with sense of accomplishment gained from jobs, and expressed reenlistment intentions for the AFSC 303X3 specialty jobs are presented in Table 15. Table 16 presents the job satisfaction data for the 303X3 respondents, broken down into three groups (first-enlistment, second-enlistment, and career). A comparative sample of Mission Equipment Maintenance personnel surveyed by the USAF Occupational Measurement Center during 1986 also appear in Table 16. These career fields included AFSCs 304X4, 309X0, 361X0, 404X0, 411X0A, 411X1A, 431X0C, 431X0D, and 462X0.

The responses of members in most job groups were fairly positive. No one group stood out as being the most satisfied with their job. Supervisory and Management Personnel showed the highest percentages of satisfaction, but this could be a result of the continual rotation of jobs within career field management. The one group that did show low job interest was the small group of Site Development Personnel; the relatively few tasks performed could account for the low percentages. Overall, personnel across all career ladder jobs generally find their work interesting, the use of their talents and training fairly well utilized, and gain a sense of accomplishment from their work.

In a comparative study of experience groups (the AFSC 303X3 career ladder and Mission Equipment Maintenance personnel surveyed by OMC in 1986), data indicate there are no real differences across most job satisfaction indicators (see Table 16). The biggest differences are seen for the 49-96 months TAFMS groups, where AFSC 303X3 personnel show more satisfaction with their use of talents and training. The 1-48 months TAFMS groups show that AFSC 303X3 personnel are less satisfied with the sense of accomplishment from their work than are other Mission Equipment personnel.

In a 1987 survey of the AFSC 303X3 career ladder, job satisfaction was seen to be relatively low in comparison with the current survey (see Table 17). The biggest differences are noted in figures for reenlistment intentions and perceived use of talents and training. The percent planning to reenlist was substantially higher for the 1987 sample (52 percent) than for the 1981 sample (40 percent). Members in the 1987 sample perceiving excellent use of talents (76 percent) and of training (79 percent) exceeded those figures from the 1981 survey (66 and 65 percent, respectively) for 1-48 months TAFMS groups.

TABLE 14
EXAMPLES OF TASKS NOT REFERENCED TO E3ABR3C333 POI BLOCKS
(30 PERCENT OR MORE RESPONDING)

| TASKS | PERCENT MEMBERS PERFORMING | | |
|---|----------------------------|-----------------------|---------------|
| | 1ST JOB (N=90) | 1ST ENL (N=366) | TASK DIF** |
| F302 PERFORM RADAR RECEIVER CHECKS | 60 | 63 | 4.81 |
| F283 PERFORM OPERATIONAL CHECKS OF ELEVATION AUTOMATIC TRACKING CIRCUITS | 58 | 51 | 4.12 |
| F252 PERFORM AIRCRAFT ACQUISITION PROCEDURES FOR EW/ECM THREATS | 52 | 46 | 4.71 |
| H445 PERFORM RADAR COLLIMATIONS | 29 | 40 | 5.07 |
| I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS | 78 | 75 | 6.04 |
| I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS | 71 | 69 | 6.03 |
| I528 PERFORM PMI ON POWER DISTRIBUTION EQUIPMENT | 33 | 33 | 4.35 |
| J615 REMOVE OR REPLACE TUBE TYPE POWER SUPPLY COMPONENTS | 51 | 39 | 4.22 |
| J580 PERFORM PERIODIC PMI ON TUBE TYPE POWER SUPPLIES | 42 | 32 | 4.17 |
| K628 ALIGN VOLTAGE REGULATORS | 40 | 42 | 4.56 |

** Average TD rating is 5.00 and the standard deviation is 1.00

TABLE 15
JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING*)

| | "I" BAND RADAR PERSONNEL CLUSTER (N=105) | "E" BAND RADAR PERSONNEL CLUSTER (N=73) | SPEC EQUIPMENT PERSONNEL CLUSTER (N=75) |
|---|--|---|---|
| <u>EXPRESSED JOB INTEREST:</u> | | | |
| INTERESTING | 62 | 67 | 69 |
| SO-SO | 25 | 21 | 21 |
| DULL | 13 | 11 | 9 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | |
| FAIRLY WELL TO PERFECTLY | 83 | 74 | 85 |
| LITTLE OR NOT AT ALL | 17 | 26 | 15 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | |
| FAIRLY WELL TO PERFECTLY | 88 | 77 | 88 |
| LITTLE OR NOT AT ALL | 12 | 23 | 12 |
| <u>SENSE OF ACCOMPLISHMENT FROM WORK:</u> | | | |
| SATISFIED | 55 | 58 | 67 |
| NEUTRAL | 18 | 14 | 13 |
| DISSATISFIED | 27 | 27 | 20 |
| <u>REENLISTMENT INTENTIONS:</u> | | | |
| WILL/PROBABLY WILL REENLIST | 59 | 60 | 60 |
| WILL NOT/PROBABLY WILL NOT REENLIST | 40 | 40 | 37 |
| WILL RETIRE | 1 | 0 | 3 |

* Columns may not add to 100 percent due to nonresponse and rounding

TABLE 15 (CONTINUED)
JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING*)

| | "J" BAND RADAR PERSONNEL CLUSTER (N=46) | MULT OPERATIONS PERSONNEL CLUSTER (N=39) | MULT BAND SAM SIM PERSONNEL CLUSTER (N=56) |
|---|---|--|--|
| <u>EXPRESSED JOB INTEREST:</u> | | | |
| INTERESTING | 78 | 56 | 66 |
| SO-SO | 15 | 36 | 14 |
| DULL | 6 | 8 | 8 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | |
| FAIRLY WELL TO PERFECTLY | 85 | 72 | 77 |
| LITTLE OR NOT AT ALL | 15 | 28 | 23 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | |
| FAIRLY WELL TO PERFECTLY | 74 | 69 | 82 |
| LITTLE OR NOT AT ALL | 26 | 31 | 69 |
| <u>SENSE OF ACCOMPLISHMENT FROM WORK:</u> | | | |
| SATISFIED | 70 | 56 | 63 |
| NEUTRAL | 9 | 10 | 11 |
| DISSATISFIED | 22 | 33 | 27 |
| <u>REENLISTMENT INTENTIONS:</u> | | | |
| WILL/PROBABLY WILL REENLIST | 63 | 62 | 73 |
| WILL NOT/PROBABLY WILL NOT | | | |
| REENLIST | 33 | 33 | 25 |
| WILL RETIRE | 4 | 3 | 2 |

* Columns may not add to 100 percent due to nonresponse and rounding

TABLE 1F (CONTINUED)
JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING*)

| | SUPV/MGMT PERSONNEL CLUSTER (N=147) | GRND BSD JAM TECH (IJT)** (N=34) | SITE DEVLPMT PERS (IJT)** (N=6) |
|---|--|---|---------------------------------------|
| <u>PERCEIVED JOB INTEREST:</u> | | | |
| INTERESTING | 75 | 59 | 33 |
| SO-SO | 15 | 35 | 50 |
| BORING | 10 | 6 | 17 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | |
| FAIRLY WELL TO PERFECTLY | 77 | 71 | 83 |
| LITTLE OR NOT AT ALL | 22 | 27 | 17 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | |
| FAIRLY WELL TO PERFECTLY | 78 | 82 | 67 |
| LITTLE OR NOT AT ALL | 22 | 18 | 33 |
| <u>SENSE OF ACCOMPLISHMENT FROM WORK:</u> | | | |
| SATISFIED | 69 | 53 | 67 |
| NEUTRAL | 8 | 12 | 0 |
| DISSATISFIED | 22 | 35 | 33 |
| <u>REENLISTMENT INTENTIONS:</u> | | | |
| WILL PROBABLY WILL REENLIST | 76 | 59 | 83 |
| WILL NOT PROBABLY WILL NOT | 24 | 41 | 17 |
| REENLIST | 7 | 0 | 0 |
| WILL RETIRE | 16 | 0 | 0 |

* Percentages may not add to 100 percent due to nonresponse and rounding
** Independent Job Type (IJT)

TABLE 15 (CONTINUED)
JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING*)

| | JOB CTRL PERS (IJT)** (N=5) | OPERATIONS ANAL (IJT)** (N=16) | TECH TNG INSTR (IJT)** (N=17) |
|---|-----------------------------------|--------------------------------------|-------------------------------------|
| <u>EXPRESSED JOB INTEREST:</u> | | | |
| INTERESTING | 60 | 50 | 82 |
| SO-SO | 40 | 38 | 18 |
| DULL | 0 | 13 | 0 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | |
| FAIRLY WELL TO PERFECTLY | 80 | 75 | 100 |
| LITTLE OR NOT AT ALL | 20 | 25 | 0 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | |
| FAIRLY WELL TO PERFECTLY | 40 | 69 | 82 |
| LITTLE OR NOT AT ALL | 60 | 31 | 18 |
| <u>SENSE OF ACCOMPLISHMENT FROM WORK:</u> | | | |
| SATISFIED | 60 | 56 | 82 |
| NEUTRAL | 20 | 25 | 0 |
| DISSATISFIED | 0 | 19 | 12 |
| <u>REENLISTMENT INTENTIONS:</u> | | | |
| WILL/PROBABLY WILL REENLIST | 80 | 75 | 71 |
| WILL NOT/PROBABLY WILL NOT | | | |
| REENLIST | 0 | 25 | 18 |
| WILL RETIRE | 20 | 0 | 12 |

* Columns may not add to 100 percent due to nonresponse and rounding
** Independent Job Type (IJT)

TABLE 16

COMPARISON OF TAFMS GROUP JCB SATISFACTION INDICATORS
(PERCENT MEMBERS RESPONDING*)

| | 1-48 MOS TAFMS | | | 49-96 MOS TAFMS | | | 1+ MOS TAFMS | | |
|---|--------------------------|------------------------------------|----------------------------------|----------------------------|----------------------------------|------------------------------------|--------------------------|------------------------------------|----|
| | 1986 303X3 (N=366) | 1986 COMP SAMPLE** (N=3,924) | 1986 COMP SAMPLE** (N=169) | 1986 303X3 (N=2,613) | 1986 COMP SAMPLE** (N=250) | 1986 COMP SAMPLE** (N=3,573) | 1986 303X3 (N=250) | 1986 COMP SAMPLE** (N=3,573) | |
| <u>PERCEIVED JOB INTEREST:</u> | | | | | | | | | |
| 1. PRESENT | 63 | 64 | 66 | 62 | 73 | 72 | 72 | 72 | 72 |
| 2. PAST | 24 | 21 | 18 | 23 | 20 | 16 | 16 | 16 | 16 |
| 3. FUTURE | 13 | 15 | 15 | 15 | 7 | 11 | 11 | 11 | 11 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | | | | | |
| 1. FAIRLY WELL TO PERFECTLY | 76 | 71 | 77 | 71 | 80 | 79 | 79 | 79 | 79 |
| 2. LITTLE OR NOT AT ALL | 24 | 28 | 23 | 28 | 19 | 20 | 20 | 20 | 20 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | | | | | |
| 1. FAIRLY WELL TO PERFECTLY | 79 | 80 | 81 | 77 | 75 | 74 | 74 | 74 | 74 |
| 2. LITTLE OR NOT AT ALL | 21 | 19 | 19 | 22 | 25 | 25 | 25 | 25 | 25 |
| <u>SENSE OF ACCOMPLISHMENT FROM WORK:</u> | | | | | | | | | |
| 1. SATISFIED | 60 | 64 | 63 | 61 | 66 | 67 | 67 | 67 | 67 |
| 2. NEUTRAL | 15 | 16 | 8 | 16 | 9 | 11 | 9 | 11 | 11 |
| 3. DISSATISFIED | 24 | 20 | 28 | 23 | 24 | 21 | 24 | 21 | 21 |
| <u>REENLISTMENT INTENTIONS:</u> | | | | | | | | | |
| 1. LIKELY PROBABLY WILL REENLIST | 52 | 55 | 72 | 73 | 76 | 75 | 75 | 75 | 75 |
| 2. WILL NOT PROBABLY WILL NOT REENLIST | 48 | 44 | 27 | 26 | 6 | 10 | 6 | 10 | 10 |
| 3. WILL RETIRE | - | - | 0 | - | 17 | 15 | 17 | 15 | 15 |

* Percentages may not add to 100 percent due to nonresponse and rounding.

** Comparative sample is comprised of all career ladders surveyed in 1986
influences of 304X4, 309X0, 361X0, 404X0, 411X0A, 411X1A, 431XCC, 431XCC, and 462XG;

- denotes less than 5 percent.

TABLE 17

CURRENT AND PREVIOUS JOB SATISFACTION INDICATORS
(PERCENT MEMBERS RESPONDING*)

| | 1-48 MOS TAFMS | | 49-96 MOS TAFMS | | 97+ MOS TAFMS | |
|---|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | 1987 (N=366) | 1981 (N=324) | 1987 (N=169) | 1981 (N=143) | 1987 (N=250) | 1981 (N=194) |
| <u>EXPRESSED JOB INTEREST:</u> | | | | | | |
| INTERESTING | 63 | 55 | 66 | 53 | 73 | 61 |
| SO-SO | 24 | 22 | 18 | 22 | 20 | 16 |
| DULL | 13 | 23 | 15 | 25 | 7 | 21 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | | |
| FAIRLY WELL TO PERFECTLY | 76 | 66 | 77 | 64 | 80 | 70 |
| LITTLE OR NOT AT ALL | 24 | 34 | 23 | 36 | 19 | 29 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | | |
| FAIRLY WELL TO PERFECTLY | 79 | 65 | 81 | 67 | 75 | 63 |
| LITTLE OR NOT AT ALL | 21 | 35 | 19 | 33 | 25 | 35 |
| <u>SENSE OF ACCOMPLISHMENT FROM WORK:</u> | | | | | | |
| SATISFIED | 60 | N/A | 63 | N/A | 66 | N/A |
| NEUTRAL | 15 | N/A | 8 | N/A | 9 | N/A |
| DISSATISFIED | 24 | | 28 | | 24 | |
| <u>REFINEMENT INTENTIONS:</u> | | | | | | |
| WILL/PROBABLY WILL REENLIST | 52 | 40 | 72 | 54 | 76 | 64 |
| WILL NOT/PROBABLY WILL NOT | 48 | 60 | 27 | 46 | 6 | 18 |
| REENLIST | - | 0 | 0 | 0 | 17 | 18 |
| WILL RETIRE | | | | | | |

* Columns may not add to 100 percent due to nonresponse and rounding
- denotes less than .5 percent

ANALYSIS OF MAJOR COMMANDS (MAJCOM)

An analysis of the tasks and duties performed by MAJCOM groups can highlight important differences. The four largest users of AFSC 303X3 personnel (SAC, TAC, PACAF, ATC) were examined and, with the exception of ATC, no distinguishable differences were noted. Although the types of systems operated and maintained are different for MAJCOMs, the tasks and duties involved are not. SAC personnel primarily operate and maintain "I" and "E/F" band radar systems, while TAC personnel operate and maintain primarily "J" band systems, SAC utilizes every available radar system, whereas TAC primarily utilizes AAA threat simulator systems. Across all MAJCOM groups, ATC shows the largest differences in tasks performed. This is due to the fact that ATC is training oriented rather than operations and maintenance oriented.

ANALYSIS OF CONUS VERSUS OVERSEAS

A comparison was made between the tasks performed and the background data for the DAFSC 30353 personnel who were assigned within the CONUS versus those assigned to an overseas location. Overall, the jobs performed by the two groups are fairly similar with respect to the tasks performed and the time spent on those tasks. The only distinguishable difference noted between the two groups is that overseas personnel tend to operate or maintain one or two specific radar systems, while CONUS personnel operate or maintain multiple radar systems. CONUS personnel also performed a higher percentage of operations functions than overseas. Overseas personnel performed higher percentages of site development and general and preventive maintenance functions. Differences in TAFMS, TICF, and average number of tasks performed were noted, but are not significant.

IMPLICATIONS

This survey was conducted primarily to provide training personnel with current information on the Automatic Tracking Radar Specialty for use in reviewing current training programs and training documents.

The Automatic Tracking Radar career ladder is fairly heterogeneous, with a wide variety of jobs performed by AFSC 303X3 personnel. This specialty is unique in that personnel in this career ladder perform both operations and maintenance functions. The majority of respondents indicated they were either performing operations, maintenance, or a combination of operations and maintenance on the various radar systems. The remainder of respondents were performing a nontechnical job involving administration, supervision, analysis, or training.

Initial analysis of the STS, examining experience (TAFMS) and DAFSC groups, revealed the document was broad in nature and only marginally supported by the percent of personnel performing matched tasks. Five-skill level respondents were most likely to be performing tasks supporting the STS items. Training personnel should look at all areas of the STS for possible revision to include specific radar band systems rather than a general coverage of system components.

Survey data indicate that the present ABR course is adequate to meet the needs of first-enlistment personnel. There were a few areas that were unsupported by survey data, and training personnel should look closely at these areas for possible deletion in any update to the POI.

The AFR 39-1 specialty descriptions for the Automatic Tracking Radar specialty were analyzed to determine the adequacy of coverage for career ladder duties. The 3- and 5-skill level description was found to accurately portray the jobs of those incumbents. The 7-skill level description describes a highly technical as well as supervisory and management-oriented job, while in fact, DAFSC 30373 survey respondents reported spending only 28 percent of their job time performing technical tasks. Classification personnel should review the current descriptions for possible revision.

The examination of responses to job satisfaction questions revealed that satisfaction is somewhat improved since the 1981 survey, and the career ladder reflects a comparable level of satisfaction with other mission maintenance specialties surveyed in 1986.

The findings of this OSR come directly from survey data collected from Automatic Tracking Radar members worldwide. These data are readily available to training and utilization personnel, functional managers, and any other interested parties having a need for such information. Much of the data are compiled into extracts which are an excellent tool in the decision-making process. These data extracts should be used whenever a training or utilization decision is made.

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY
CAREER LADDER SPECIALTY JOB GROUPS

TABLE I

GROUP ID NUMBER AND TITLE: STG086, TUBE TYPE "I" BAND RADAR PERSONNEL CLUSTER
 GROUP SIZE: 105 AVERAGE TIME IN JOB: 21 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 53 MONTHS
 PERCENT OF SAMPLE: 13% AVERAGE TICF: 48 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| I523 PERFORM FUNDAMENTAL SOLDERING | 90 |
| J549 ALIGN "A" SCAN RADAR INDICATORS | 90 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 90 |
| I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS | 90 |
| I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS | 89 |
| I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS | 88 |
| I493 CLEAN EQUIPMENT | 87 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 86 |
| J614 REMOVE OR REPLACE TUBE TYPE POWER SUPPLY ASSEMBLIES | 85 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 84 |
| J558 PERFORM "A" SCAN RADAR INDICATOR PERFORMANCE CHECKS | 84 |
| F302 PERFORM RADAR RECEIVER CHECKS | 83 |
| F294 PERFORM POWER SUPPLY OPERATIONAL CHECKS | 83 |
| J615 REMOVE OR REPLACE TUBE TYPE POWER SUPPLY COMPONENTS | 83 |
| J585 REMOVE OR REPLACE "A" SCAN RADAR INDICATOR ASSEMBLIES | 83 |
| F259 PERFORM AUTOMATIC GAIN CONTROL CHECKS | 82 |
| J572 PERFORM PERIODIC PMI ON "A" SCAN RADAR INDICATORS | 81 |
| J618 TROUBLESHOOT "A" SCAN RADAR INDICATORS | 81 |
| F303 PERFORM RADAR SYSTEM TRANSMITTER OPERATIONAL CHECKS | 80 |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 80 |
| L699 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS | 80 |
| K638 TROUBLESHOOT VOLTAGE REGULATORS | 80 |
| F260 PERFORM AZIMUTH AND ELEVATION ANGLE DETECTION CIRCUITRY CHECKS | 79 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 79 |
| K631 REMOVE OR REPLACE VOLTAGE REGULATOR COMPONENTS | 79 |

TABLE I-A

GROUP ID NUMBER AND TITLE: STG230, RADAR BOMB SCORING (RBS) RADAR SPECIALISTS
 GROUP SIZE: 66 AVERAGE TIME IN JOB: 23 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 59 MONTHS
 PERCENT OF SAMPLE: 8% AVERAGE TICF: 53 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---|
| L657 ALIGN "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS | 97 |
| L699 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS | 97 |
| L762 REMOVE OR REPLACE "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM COMPONENTS | 97 |
| L759 REMOVE OR REPLACE "I" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM COMPONENTS | 97 |
| L761 REMOVE OR REPLACE "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM SUBASSEMBLIES | 97 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 95 |
| L656 ALIGN "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEMS | 95 |
| I523 PERFORM FUNDAMENTAL SOLDERING | 94 |
| L678 PERFORM "I" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM PERFORMANCE CHECKS | 94 |
| L677 PERFORM "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM PERFORMANCE CHECKS | 94 |
| L676 PERFORM "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM PERFORMANCE CHECKS | 94 |
| L698 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS | 94 |
| L700 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEMS | 94 |
| L658 ALIGN "I" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS | 92 |
| L701 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN ANGLE SYSTEMS | 92 |
| J549 ALIGN "A" SCAN RADAR INDICATORS | 92 |
| L702 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEMS | 92 |
| L765 REMOVE OR REPLACE "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM COMPONENTS | 92 |
| L760 REMOVE OR REPLACE "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM ASSEMBLIES | 92 |
| I493 CLEAN EQUIPMENT | 92 |

TABLE I-R

GROUP ID NUMBER AND TITLE: STG271, ANTI-AIRCRAFT ARTILLERY (AAA)
SIMULATOR SPECIALISTS

GROUP SIZE: 13 AVERAGE TIME IN JOB: 14 MONTHS
PREDOMINATE PAYGRADES: E-4/3/2 AVERAGE TAFMS: 30 MONTHS
PERCENT OF SAMPLE: 2% AVERAGE TICF: 28 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---|
| F243 OPERATE MANUAL TRACKER ELEVATION CONTROLS | 100 |
| F242 OPERATE MANUAL TRACKER AZIMUTH CONTROLS | 100 |
| F259 PERFORM AUTOMATIC GAIN CONTROL CHECKS | 100 |
| F283 PERFORM OPERATIONAL CHECKS OF ELEVATION AUTOMATIC TRACKING CIRCUITS | 100 |
| F258 PERFORM AUTOMATIC FREQUENCY CONTROL CHECKS | 100 |
| F302 PERFORM RADAR RECEIVER CHECKS | 100 |
| J549 ALIGN "A" SCAN RADAR INDICATORS | 100 |
| I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS | 100 |
| I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS | 100 |
| L678 PERFORM "I" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM PERFORMANCE CHECKS | 100 |
| L699 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS | 100 |
| L700 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEMS | 100 |
| L677 PERFORM "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM PERFORMANCE CHECKS | 100 |
| I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS | 100 |
| K631 REMOVE OR REPLACE VOLTAGE REGULATOR COMPONENTS | 100 |
| J618 TROUBLESHOOT "A" SCAN RADAR INDICATORS | 100 |
| K638 TROUBLESHOOT VOLTAGE REGULATORS | 100 |
| J585 REMOVE OR REPLACE "A" SCAN RADAR INDICATOR ASSEMBLIES | 100 |
| F244 OPERATE MANUAL TRACKER RANGE CONTROLS | 92 |
| F260 PERFORM AZIMUTH AND ELEVATION ANGLE DETECTION CIRCUITRY CHECKS | 92 |

TABLE I-C

GROUP ID NUMBER AND TITLE: STG284, RBS RADAR TECHNICIANS
 GROUP SIZE: 5 AVERAGE TIME IN JOB: 20 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/6 AVERAGE TAFMS: 91 MONTHS
 PERCENT OF SAMPLE: 1% AVERAGE TICF: 80 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| L542 ALIGN "I" BAND MONOPULSE RECEIVER SYSTEMS | 100 |
| L679 PERFORM DAILY PMI ON "I" BAND MONOPULSE RADAR SYSTEMS | 100 |
| L779 TROUBLESHOOT "I" BAND MONOPULSE RECEIVER SYSTEMS | 100 |
| L780 TROUBLESHOOT "I" BAND MONOPULSE TRANSMITTER SYSTEMS | 100 |
| L662 PERFORM "I" BAND MONOPULSE RECEIVER SYSTEM PERFORMANCE CHECKS | 100 |
| L643 ALIGN "I" BAND MONOPULSE TRANSMITTER SYSTEMS | 100 |
| L684 PERFORM PERIODIC PMI ON "I" BAND MONOPULSE RECEIVER SYSTEMS | 100 |
| L778 TROUBLESHOOT "I" BAND MONOPULSE RANGE SYSTEMS | 100 |
| L776 TROUBLESHOOT "I" BAND MONOPULSE ANGLE SYSTEMS | 100 |
| L663 PERFORM "I" BAND MONOPULSE TRANSMITTER SYSTEM PERFORMANCE CHECKS | 100 |
| L683 PERFORM PERIODIC PMI ON "I" BAND MONOPULSE TRANSMITTER SYSTEMS | 100 |
| L686 PERFORM PERIODIC PMI ON "I" BAND MONOPULSE ANGLE SYSTEMS | 100 |
| L639 ALIGN "I" BAND MONOPULSE ANGLE SYSTEMS | 100 |
| J614 REMOVE OR REPLACE TUBE TYPE POWER SUPPLY ASSEMBLIES | 100 |
| L711 REMOVE OR REPLACE "I" BAND MONOPULSE RANGE SYSTEM COMPONENTS | 100 |
| L685 PERFORM PERIODIC PMI ON "I" BAND MONOPULSE RANGE SYSTEMS | 100 |
| L659 PERFORM "I" BAND MONOPULSE ANGLE SYSTEM PERFORMANCE CHECKS | 100 |
| J626 TROUBLESHOOT TUBE TYPE POWER SUPPLIES | 100 |
| L717 REMOVE OR REPLACE "I" BAND MONOPULSE TRANSMITTER SYSTEM ASSEMBLIES | 100 |
| L647 ALIGN "I" BAND MONOPULSE RANGE SYSTEMS | 100 |

TABLE II

GROUP ID NUMBER AND TITLE: STG083, "E" BAND CONICAL SCAN AND RELATED IDENTIFICATION FRIEND OR FOE/SELECTIVE IDENTIFICATION FEATURE (IFF/SIF) RADAR PERSONNEL CLUSTER
 GROUP SIZE: 73 AVERAGE TIME IN JOB: 19 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 48 MONTHS
 PERCENT OF SAMPLE: 9% AVERAGE TICF: 43 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| M856 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM COMPONENTS | 97 |
| M814 PERFORM "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM PERFORMANCE CHECKS | 95 |
| M815 PERFORM "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM PERFORMANCE CHECKS | 95 |
| M805 ALIGN "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS | 95 |
| M855 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM SUBASSEMBLIES | 93 |
| M853 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM COMPONENTS | 93 |
| M804 ALIGN "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS | 92 |
| M824 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS | 92 |
| M825 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS | 92 |
| M802 ALIGN "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEMS | 92 |
| M852 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM SUBASSEMBLIES | 92 |
| M823 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEMS | 90 |
| M854 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM ASSEMBLIES | 90 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 89 |
| M850 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEM COMPONENTS | 89 |
| M849 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEM SUBASSEMBLIES | 88 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 86 |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 86 |

TABLE II-A

GROUP ID NUMBER AND TITLE: STG207, STRATEGIC AIR COMMAND (SAC) "E" BAND ANTI-AIRCRAFT ARTILLERY (AAA) SIMULATOR SPECIALISTS

GROUP SIZE: 39
 PREDOMINATE PAYGRADES: E-3/4/5
 PERCENT SAMPLE: 5%

AVERAGE TIME IN JOB: 16 MONTHS
 AVERAGE TAFMS: 48 MONTHS
 AVERAGE TICF: 42 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---|
| M856 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM COMPONENTS | 100 |
| M855 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM SUBASSEMBLIES | 100 |
| M858 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM SUBASSEMBLIES | 100 |
| M859 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM COMPONENTS | 100 |
| M857 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM ASSEMBLIES | 100 |
| M814 PERFORM "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM PERFORMANCE CHECKS | 97 |
| M813 PERFORM "E" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM PERFORMANCE CHECKS | 97 |
| M815 PERFORM "E" BAND TUBE TYPE CONICAL SCAN TRANSMIT SYSTEM PERFORMANCE CHECKS | 97 |
| M826 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEMS | 97 |
| M823 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEMS | 97 |
| M854 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM ASSEMBLIES | 97 |
| U1327 PERFORM PERIODIC PMI ON BRUSHGRAPHS | 95 |
| M805 ALIGN "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS | 95 |
| M824 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS | 95 |
| M825 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS | 95 |
| M862 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN ANGLE SYSTEM COMPONENTS | 95 |
| M853 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM COMPONENTS | 95 |

TABLE II-B

GROUP ID NUMBER AND TITLE: STG165, TACTICAL AIR COMMAND (TAC), OR ASSOCIATED COMMANDS, ANTI-AIRCRAFT ARTILLERY (AAA) SIMULATOR SPECIALISTS

GROUP SIZE: 30 AVERAGE TIME IN JOB: 21 MONTHS
PREDOMINATE PAYGRADES: E- 4/3/5 AVERAGE TAFMS: 47 MONTHS
PERCENT OF SAMPLE: 4% AVERAGE TICF: 45 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| M856 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM COMPONENTS | 97 |
| I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS | 97 |
| G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES | 93 |
| M814 PERFORM "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM PERFORMANCE CHECKS | 93 |
| M815 PERFORM "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM PERFORMANCE CHECKS | 93 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 93 |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 93 |
| M805 ALIGN "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS | 93 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 93 |
| M853 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM COMPONENTS | 93 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 90 |
| M804 ALIGN "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS | 90 |
| G351 OPERATE HEAVY-DUTY VEHICLES, SUCH AS 1 1/2 TON TRUCKS OR 10-TON TRACTOR-TRAILER COMBINATIONS | 90 |
| M824 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS | 90 |
| M873 TROUBLESHOOT "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS | 90 |
| M825 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS | 90 |
| M872 TROUBLESHOOT "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS | 90 |
| H390 DISASSEMBLE RADAR ANTENNA ASSEMBLIES | 90 |
| M802 ALIGN "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEMS | 90 |
| M852 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM SUBASSEMBLIES | 90 |

TABLE III

GROUP ID NUMBER AND TITLE: STG076, SPECIALIZED EQUIPMENT PERSONNEL CLUSTER
 GROUP SIZE: 75 AVERAGE TIME IN JOB: 19 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/3 AVERAGE TAFMS: 73 MONTHS
 PERCENT OF SIMPLE: 10% AVERAGE TICF: 63 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---|
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 96 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 96 |
| I493 CLEAN EQUIPMENT | 93 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 93 |
| I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS | 92 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 91 |
| I490 CLEAN AIR FILTERS | 91 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 89 |
| I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS | 89 |
| I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS | 88 |
| I542 REPLACE AIR FILTERS | 88 |
| G357 PERFORM MAINTENANCE DOCUMENTATION PROCEDURES | 84 |
| I523 PERFORM FUNDAMENTAL SOLDERING | 84 |
| G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES | 84 |
| E167 MAKE ENTRIES ON AF FORMS 1574 (SERVICEABLE TAG-MATERIEL) | 84 |
| I518 REMOVE OR REPLACE SOLID-STATE POWER SUPPLY ASSEMBLIES | 84 |
| I543 REPLACE DESSICANTS | 83 |
| G354 FAINT FACILITIES | 81 |
| I556 ALIGN SOLID-STATE POWER SUPPLIES | 79 |
| G383 PERFORM SOLID-STATE POWER SUPPLIES PERFORMANCE CHECKS | 79 |

TABLE III-A

GROUP ID NUMBER AND TITLE: STG175, SEEK SCORE RADAR SPECIALISTS
 GROUP SIZE: 14 AVERAGE TIME IN JOB: 11 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/6 AVERAGE TAFMS: 75 MONTHS
 PERCENT OF SAMPLE: 2% AVERAGE TICF: 67 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| I493 CLEAN EQUIPMENT | 100 |
| H445 PERFORM RADAR COLLIMATIONS | 100 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 100 |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 100 |
| H446 PERFORM RADAR ORIENTATION | 100 |
| I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS | 100 |
| I490 CLEAN AIR FILTERS | 100 |
| U1325 PERFORM IFF ANTENNA GROUP PERFORMANCE CHECKS | 100 |
| U1343 PERFORM SOLID-STATE IFF/SIF RECEIVER-TRANSMITTER SYSTEM PERFORMANCE CHECKS | 100 |
| G359 PERFORM PERIODIC PMI ON ECU | 100 |
| U1332 PERFORM PERIODIC PMI ON IFF ANTENNA GROUPS | 100 |
| I1298 ALIGN IDENTIFICATION FRIEND OR FOE (IFF) ANTENNA GROUPS | 100 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 93 |
| G357 PERFORM MAINTENANCE DOCUMENTATION PROCEDURES | 93 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 93 |
| H1336 PERFORM PERIODIC PMI ON SOLID-STATE IFF/SIF RECEIVER-TRANSMITTER SYSTEMS | 93 |
| I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS | 93 |
| U1412 TROUBLESHOOT SOLID-STATE IFF/SIF RECEIVER-TRANSMITTER SYSTEMS | 93 |
| I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS | 93 |
| I541 REPLACE AIR FILTERS | 93 |

TABLE III-B

GROUP ID NUMBER AND TITLE: STG136, THREAT ANALYSIS OPERATIONS/MAINTENANCE PERSONNEL

GROUP SIZE: 107
PREDOMINATE PAYGRADES: E-4/5/3
PERCENT IN SAMPLE: 3%

AVERAGE TIME IN JOB: 14 MONTHS
AVERAGE TAFMS: 52 MONTHS
AVERAGE TICF: 48 MONTHS

* THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TICKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| I521 PERFORM DAILY PMI ON VANS OR TRAILERS | 100 |
| I490 CLEAN AIR FILTERS | 100 |
| I526 PERFORM PERIODIC PMI ON VANS OR TRAILERS | 100 |
| I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS | 100 |
| F271 PERFORM EW/ECM ANALYSIS | 95 |
| I493 CLEAN EQUIPMENT | 95 |
| F275 PERFORM FAULT ISOLATION | 95 |
| V1423 PERFORM DAILY PMI ON MULTIPLE RECEIVER ANALYSIS SYSTEMS | 95 |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 95 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 95 |
| V1456 TROUBLESHOOT MULTIPLE RECEIVER ANALYZER HARDWARE | 95 |
| V1422 PERFORM ASASCM PERFORMANCE CHECKS | 95 |
| S-184 PERFORM PERIODIC PMI ON DIGITAL COMPUTER DISC DRIVES | 95 |
| I543 REPLACE DESSICANTS | 95 |
| I542 REPLACE DESSICANT CONTAINERS | 95 |
| I529 VERIFIGATE VAN OR TRAILER CHASSIS | 95 |
| F205 COMPUTE EW/ECM MISSION SCORES | 90 |
| F313 PERFORM SYSTEM SELF-TESTS | 90 |
| F257 OPERATE CLOSED CIRCUIT TV | 90 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 90 |

TABLE IV

GROUP ID NUMBER AND TITLE: STG114, "J" BAND RADAR PERSONNEL CLUSTER
 GROUP SIZE: 46 AVERAGE TIME IN JOB: 23 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 51 MONTHS
 PERCENT OF SAMPLE: 6% AVERAGE TICF: 43 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 93 |
| G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES | 93 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESS- ING TAG) | 93 |
| P998 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN ANTENNA SYSTEMS | 93 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 91 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 91 |
| F300 PERFORM RADAR LOCK-ON PROCEDURES | 89 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 89 |
| I523 PERFORM FUNDAMENTAL SOLDERING | 89 |
| P978 PERFORM "J" BAND CONICAL SCAN ANTENNA SYSTEM PERFORMANCE CHECKS | 89 |
| P964 ALIGN "J" BAND CONICAL SCAN ANTENNA SYSTEMS | 89 |
| G351 OPERATE HEAVY-DUTY VEHICLES, SUCH AS 1 1/2-TON TRUCKS OR 10-TON TRACTOR-TRAILER COMBINATIONS | 87 |
| P996 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN RECEIVER SYSTEMS | 87 |
| P1068 TROUBLESHOOT "J" BAND CONICAL SCAN RADAR SYSTEMS | 87 |
| P995 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN TRANSMITTER SYSTEMS | 87 |
| P999 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN ANGLE SYSTEMS | 87 |
| P1067 TROUBLESHOOT "J" BAND CONICAL SCAN ANTENNA SYSTEMS | 87 |
| I493 CLEAN EQUIPMENT | 85 |
| P997 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN RANGE SYSTEMS | 85 |
| P997 PERFORM "J" BAND CONICAL SCAN ANGLE SYSTEM PERFORMANCE CHECKS | 85 |

TABLE IV-A

GROUP ID NUMBER AND TITLE: STG197, "J" BAND ANTI-AIRCRAFT ARTILLERY (AAA)
THREAT SPECIALISTS

GROUP SIZE: 19
PREDOMINATE PAYGRADES: E-4/3/5/6
PERCENT OF SAMPLE: 2%

AVERAGE TIME IN JOB: 23 MONTHS
AVERAGE TAFMS: 60 MONTHS
AVERAGE TICF: 47 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---|
| L645 ALIGN "I" BAND SOLID-STATE CONICAL SCAN ANTENNA SYSTEMS | 100 |
| J582 PERFORM PPI PERFORMANCE CHECKS | 100 |
| J610 REMOVE OR REPLACE SOLID-STATE POWER SUPPLY ASSEMBLIES | 100 |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 95 |
| F300 PERFORM RADAR LOCK-ON PROCEDURES | 95 |
| L782 TROUBLESHOOT "I" BAND SOLID-STATE CONICAL SCAN ANTENNA SYSTEMS | 95 |
| L781 TROUBLESHOOT "I" BAND SOLID-STATE CONICAL SCAN ANGLE SYSTEMS | 95 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 95 |
| L665 PERFORM "I" BAND SOLID-STATE CONICAL SCAN ANTENNA SYSTEM PERFORMANCE CHECKS | 95 |
| J554 ALIGN PLAN POSITION INDICATORS (PPI) | 95 |
| P998 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN ANTENNA SYSTEMS | 95 |
| P999 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN ANGLE SYSTEMS | 95 |
| J624 TROUBLESHOOT PPI | 95 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 89 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 89 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 89 |
| G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES | 89 |
| M796 ALIGN "E" BAND SOLID-STATE CONICAL SCAN ANGLE SYSTEMS | 89 |
| G351 OPERATE HEAVY-DUTY VEHICLES, SUCH AS 1 1/2-TON TRUCKS OR 10-TON TRACTOR-TRAILER COMBINATIONS | 89 |
| J549 ALIGN "I" SCAN RADAR INDICATORS | 89 |

TABLE IV-B

GROUP ID NUMBER AND TITLE: STG172, TACTICAL RADAR THREAT GENERATOR SPECIALISTS
 GROUP SIZE: 27 AVERAGE TIME IN JOB: 24 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 45 MONTHS
 PERCENT OF SAMPLE: 3% AVERAGE TICF: 40 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---|
| G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES | 96 |
| P995 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN TRANS- MITTER SYSTEMS | 96 |
| P996 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN RECEIVER SYSTEMS | 96 |
| P980 PERFORM "J" BAND CONICAL SCAN RECEIVER SYSTEM PERFORM- ANCE CHECKS | 96 |
| P1033 REMOVE OR REPLACE "J" BAND CONICAL SCAN RECEIVER SYSTEM ASSEMBLIES | 96 |
| P966 ALIGN "J" BAND CONICAL SCAN RECEIVER SYSTEMS | 96 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 93 |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 93 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 93 |
| I523 PERFORM FUNDAMENTAL SOLDERING | 93 |
| P997 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN RANGE SYSTEMS | 93 |
| P998 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN ANTENNA SYSTEMS | 93 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESS- ING TAG) | 93 |
| P978 PERFORM "J" BAND CONICAL SCAN ANTENNA SYSTEM PERFORM- ANCE CHECKS | 93 |
| P1068 TROUBLESHOOT "J" BAND CONICAL SCAN RADAR SYSTEMS | 93 |
| P1071 TROUBLESHOOT "J" BAND CONICAL SCAN TRANSMITTER SYSTEMS | 93 |
| P1037 REMOVE OR REPLACE "J" BAND CONICAL SCAN TRANSMITTER SYSTEM ASSEMBLIES | 93 |
| P1067 TROUBLESHOOT "J" BAND CONICAL SCAN ANTENNA SYSTEMS | 93 |
| P964 ALIGN "J" BAND CONICAL SCAN ANTENNA SYSTEMS | 93 |
| H442 OFF-LOAD EQUIPMENT FROM TRUCKS | 89 |

TABLE V

GROUP ID NUMBER AND TITLE: STG116, MULTIPLE OPERATIONS PERSONNEL CLUSTER
 GROUP SIZE: 39 AVERAGE TIME IN JOB: 18 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/6 AVERAGE TAFMS: 64 MONTHS
 PERCENT OF SAMPLE: 5% AVERAGE TICF: 78 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| F235 MEASURE GROUND SPEED | 97 |
| F229 MEASURE AIRCRAFT TRACKS | 97 |
| F219 ENCODE RBS SCORES | 97 |
| F230 MEASURE AUTOAZIMUTHS | 97 |
| F231 MEASURE AUTORANGE | 97 |
| F213 CONFIRM RBS SCORES | 95 |
| F207 COMPUTE RBS MISSION SCORES | 92 |
| F196 ANNOTATE PLOTTING PAPER WITH RADAR BOMB SCORING (RBS) MISSION DATA | 90 |
| D118 MAINTAIN TRAINING RECORDS | 90 |
| F332 REPLOT RBS DATA | 87 |
| F232 MEASURE CIRCULAR ERROR AZIMUTHS (CEA) | 87 |
| F233 MEASURE CIRCULAR ERRORS (CE) | 87 |
| F204 COMPUTE BALLISTICS INFORMATION | 87 |
| F212 CONFIRM POSTRELEASE INFORMATION | 85 |
| F227 LOAD COMPUTER PROGRAMS | 85 |
| D102 CONDUCT OJT | 79 |
| F291 PERFORM PLOTTING PAPER MEASUREMENTS, SUCH AS SITE TO TARGET | 79 |
| F325 RECORD POSTRELEASE INFORMATION | 79 |
| A19 PARTICIPATE IN BRIEFINGS | 77 |
| F221 ENTER POSTRELEASE INFORMATION | 74 |

TABLE V-A

GROUP ID NUMBER AND TITLE: STG211, OPERATIONS SPECIALISTS
 GROUP SIZE: 13 AVERAGE TIME IN JOB: 18 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 48 MONTHS
 PERCENT OF SAMPLE: 2% AVERAGE TICF: 43 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| F332 REPLOT RBS DATA | 100 |
| F196 ANNOTATE PLOTTING PAPER WITH RADAR BOMB SCORING (RBS) MISSION DATA | 100 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 100 |
| F219 ENCODE RBS SCORES | 100 |
| F325 RECORD POSTRELEASE INFORMATION | 100 |
| F235 MEASURE GROUND SPEED | 100 |
| F229 MEASURE AIRCRAFT TRACKS | 100 |
| F230 MEASURE AUTOAZIMUTHS | 100 |
| F231 MEASURE AUTORANGE | 100 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 100 |
| E167 MAKE ENTRIES ON DD FORMS 1574 (SERVICEABLE TAG-MATERIEL) | 100 |
| F322 RECORD BOMB AWAY TIMES | 92 |
| F291 PERFORM PLOTTING PAPER MEASUREMENTS, SUCH AS SITE TO TARGET | 92 |
| F328 RELAY CONFIRMED RBS PREMISSION RUN INFORMATION, SUCH AS TARGETS, IP, OR RUN TYPES | 92 |
| F213 CONFIRM RBS SCORES | 92 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 92 |
| I523 PERFORM FUNDAMENTAL SOLDERING | 92 |
| G354 PAINT FACILITIES | 92 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 85 |
| F207 COMPUTE RBS MISSION SCORES | 85 |

TABLE V-B

GROUP ID NUMBER AND TITLE: STG149, OPERATIONS TECHNICIANS
 GROUP SIZE: 16 AVERAGE TIME IN JOB: 19 MONTHS
 PREDOMINATE PAYGRADES: E-5/6/4 AVERAGE TAFMS: 111 MONTHS
 PERCENT OF SAMPLE: 2% AVERAGE TICF: 87 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---|
| F213 CONFIRM RBS SCORE | 100 |
| D105 COUNSEL TRAINEES ON TRAINING PROGRESS | 100 |
| F332 REPLOT RBS DATA | 94 |
| D118 MAINTAIN TRAINING RECORDS | 94 |
| F276 PERFORM GROUND TO AIR VOICE COMMUNICATIONS | 94 |
| D102 CONDUCT OJT | 94 |
| F207 COMPUTE RBS MISSION SCORES | 94 |
| F333 SET TIMING DEVICES | 94 |
| F230 MEASURE AUTOAZIMUTHS | 94 |
| F235 MEASURE GROUND SPEED | 94 |
| F229 MEASURE AIRCRAFT TRACKS | 94 |
| F231 MEASURE AUTORANGE | 94 |
| F219 ENCODE RBS SCORES | 88 |
| F209 CONDUCT CREW SHIFT CHANGEOVER BRIEFINGS | 88 |
| F210 CONDUCT DAILY CREW BRIEFINGS | 88 |
| F211 CONFIRM EW/ECM SCORES | 88 |
| A19 PARTICIPATE IN BRIEFINGS | 88 |
| C72 EVALUATE INDIVIDUALS FOR RECOGNITION | 88 |
| B37 COUNSEL SUBORDINATES ON JOB PROGRESSION | 88 |
| F232 MEASURE CIRCULAR ERROR AZIMUTHS (CEA) | 88 |
| F233 MEASURE CIRCULAR ERRORS (CE) | 88 |

TABLE VI

GROUP ID NUMBER AND TITLE: STG225, MULTIPLE BAND SURFACE-TO-AIR MISSILE (SAM)
SIMULATOR RADAR PERSONNEL CLUSTER

GROUP SIZE: 56 AVERAGE TIME IN JOB: 21 MONTHS
PREDOMINATE PAYGRADES: E-4/5/3 AVERAGE TAFMS: 62 MONTHS
PERCENT OF SAMPLE: 7% AVERAGE TICF: 58 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESS- ING TAG) | 100 |
| 0955 TROUBLESHOOT "G" BAND TWS RADAR SYSTEMS | 100 |
| 0958 TROUBLESHOOT "G" BAND TWS TRANSMITTER SYSTEMS | 100 |
| 0923 ALIGN "G" BAND TWS TRANSMITTER SYSTEMS | 100 |
| 0922 ALIGN "G" BAND TWS RECEIVER SYSTEMS | 100 |
| 0954 TROUBLESHOOT "G" BAND TWS ANTENNA SYSTEMS | 100 |
| 0925 PERFORM "G" BAND TWS ANTENNA SYSTEM PERFORMANCE CHECKS | 100 |
| 0927 PERFORM "G" BAND TWS RECEIVER SYSTEM PERFORMANCE CHECKS | 100 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 98 |
| 0928 PERFORM "G" BAND TWS TRANSMITTER SYSTEM PERFORMANCE CHECKS | 98 |
| 0957 TROUBLESHOOT "G" BAND TWS RECEIVER SYSTEMS | 98 |
| 0924 PERFORM "G" BAND TWS ANGLE SYSTEM PERFORMANCE CHECKS | 98 |
| 0920 ALIGN "G" BAND TWS ANTENNA SYSTEMS | 98 |
| 0947 REMOVE OR REPLACE "G" BAND TWS RECEIVER SYSTEM COMPONENTS | 98 |
| 0940 REMOVE OR REPLACE "G" BAND TWS ANTENNA SYSTEM SUBASSEMBLIES | 98 |
| 0934 PERFORM PERIODIC PMI ON "G" BAND TWS TRANSMITTER SYSTEMS | 96 |
| 0933 PERFORM PERIODIC PMI ON "G" BAND TWS RECEIVER SYSTEMS | 96 |
| 0931 PERFORM PERIODIC PMI ON "G" BAND TWS ANTENNA SYSTEMS | 96 |
| 0951 REMOVE OR REPLACE "G" BAND TWS TRANSMITTER SYSTEM COMPONENTS | 96 |
| 0919 ALIGN "G" BAND TWS ANGLE SYSTEMS | 96 |

TABLE VI-A

GROUP ID NUMBER AND TITLE: STG331, SURFACE-TO-AIR MISSILE (SAM) SIMULATOR SPECIALISTS

GROUP SIZE: 64
 PREDOMINATE RANK/GRADES: E-4/5/3
 FEMALE: 13%
 AVERAGE TIME IN JOB: 21 MONTHS
 AVERAGE TAFMS: 55 MONTHS
 AVERAGE TICF: 50 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| 0956 TROUBLESHOOT "G" BAND TWS TRANSMITTER SYSTEMS | 100 |
| 0955 TROUBLESHOOT "G" BAND TWS RADAR SYSTEMS | 100 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 100 |
| 0923 ALIGN "G" BAND TWS TRANSMITTER SYSTEMS | 100 |
| 0922 ALIGN "G" BAND TWS RECEIVER SYSTEMS | 100 |
| 0934 PERFORM PERIODIC PMI ON "G" BAND TWS TRANSMITTER SYSTEMS | 100 |
| 0933 PERFORM PERIODIC PMI ON "G" BAND TWS RECEIVER SYSTEMS | 100 |
| 0954 TROUBLESHOOT "G" BAND TWS ANTENNA SYSTEMS | 100 |
| 0921 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS | 100 |
| 0920 PERFORM "G" BAND TWS TRANSMITTER SYSTEM PERFORMANCE CHECKS | 100 |
| 0921 PERFORM PERIODIC PMI ON "G" BAND TWS ANTENNA SYSTEMS | 100 |
| 0922 PERFORM "G" BAND TWS RECEIVER SYSTEM PERFORMANCE CHECKS | 100 |
| 0926 PERFORM "G" BAND TWS ANTENNA SYSTEM PERFORMANCE CHECKS | 100 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA SOURCE TIME REPORT) | 98 |
| 0921 PERFORM DAILY PMI ON "G" BAND TWS RADAR SYSTEMS | 98 |
| 0926 PERFORM PERIODIC PMI ON VANS OR TRAILERS | 98 |
| 0957 TROUBLESHOOT "G" BAND TWS RECEIVER SYSTEMS | 98 |
| 0951 REMOVE OR REPLACE "G" BAND TWS TRANSMITTER SYSTEM COMPONENTS | 98 |
| 0920 PERFORM PERIODIC PMI ON "G" BAND TWS ANGLE SYSTEMS | 98 |
| 0951 TROUBLESHOOT "G" BAND TWS ANGLE SYSTEMS | 98 |

TABLE VI-B

GROUP ID NUMBER AND TITLE: STG346, SURFACE-TO-AIR MISSILE (SAM) SIMULATOR
TECHNICIANS

GROUP SIZE: 5
PREDOMINATE PAYGRADES: E-5/6/7
PERCENT OF SAMPLE: 1%

AVERAGE TIME IN JOB: 21 MONTHS
AVERAGE TAFMS: 133 MONTHS
AVERAGE TICF: 128 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| C75 EVALUATE MAINTENANCE OF EQUIPMENT | 100 |
| A6 DETERMINE WORK PRIORITIES | 100 |
| B56 SUPERVISE AUTOMATIC TRACKING RADAR TECHNICIANS (AFSC 30373) | 100 |
| A2 DETERMINE EQUIPMENT MAINTENANCE REQUIREMENTS | 100 |
| D111 DIRECT OJT PROGRAMS | 100 |
| B47 IMPLEMENT SAFETY PROGRAMS | 100 |
| B42 DIRECT MAINTENANCE OF EQUIPMENT | 100 |
| D108 DETERMINE OJT REQUIREMENTS | 100 |
| B43 DIRECT MAINTENANCE OF FACILITIES | 100 |
| C59 ANALYZE TRENDS IN SYSTEM MALFUNCTIONS | 100 |
| C60 ANALYZE WORKLOAD REQUIREMENTS | 100 |
| B38 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS | 100 |
| C77 EVALUATE MATERIAL DEFICIENCY REPORTS | 100 |
| C73 EVALUATE INSPECTION REPORT FINDINGS | 100 |
| C74 EVALUATE MAINTENANCE DATA COLLECTION REPORTS | 100 |
| A27 PLAN WORK ASSIGNMENTS | 100 |
| B37 COUNSEL SUBORDINATES ON JOB PROGRESSION | 100 |
| C91 PERFORM SELF-INSPECTIONS | 100 |
| C93 WRITE APR | 100 |
| C83 EVALUATE TECHNICAL ORDER IMPROVEMENT REPORTS | 100 |
| E178 RESEARCH TECHNICAL PUBLICATIONS | 100 |

TABLE VII

GROUP ID NUMBER AND TITLE: STG038, SUPERVISORY AND MANAGEMENT PERSONNEL CLUSTER
 GROUP SIZE: 147 AVERAGE TIME IN JOB: 22 MONTHS
 PREDOMINATE PAYGRADES: E-6/5/7 AVERAGE TAFMS: 160 MONTHS
 PERCENT OF SAMPLE: 19% AVERAGE TICF: 131 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| A19 PARTICIPATE IN BRIEFINGS | 86 |
| A21 PARTICIPATE IN MEETINGS | 83 |
| C91 PERFORM SELF-INSPECTIONS | 78 |
| E118 MAINTAIN TRAINING RECORDS | 72 |
| B38 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS | 69 |
| C93 WRITE APR | 65 |
| B37 COUNSEL SUBORDINATES ON JOB PROGRESSION | 65 |
| C73 EVALUATE INSPECTION REPORT FINDINGS | 65 |
| A6 DETERMINE WORK PRIORITIES | 65 |
| C72 EVALUATE INDIVIDUALS FOR RECOGNITION | 65 |
| P39 COUNSEL SUBORDINATES ON PERSONAL MATTERS | 65 |
| C92 REVIEW CORRESPONDENCE | 63 |
| C75 EVALUATE MAINTENANCE OF EQUIPMENT | 62 |
| C67 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS | 61 |
| B52 INTERPRET DIRECTIVES FOR SUBORDINATES | 59 |
| B53 ORIENT NEWLY ASSIGNED PERSONNEL | 59 |
| E164 MAKE ENTRIES ON AF FORMS 2419 (ROUTING AND REVIEW OF QUALITY CONTROL REPORTS) | 57 |
| A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 57 |
| A18 ESTABLISH WORK SCHEDULES | 57 |
| A28 PREPARE BRIEFINGS | 56 |
| A13 APPROVE LEAVES | 54 |

TABLE VII-A

GROUP ID NUMBER AND TITLE: STG246, QUALITY CONTROL MANAGERS
 GROUP SIZE: 27 AVERAGE TIME IN JOB: 17 MONTHS
 PREDOMINATE PAYGRADES: E-6/7/5/4 AVERAGE TAFMS: 157 MONTHS
 PERCENT OF SAMPLE: 3% AVERAGE TICF: 129 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| C94 WRITE INSPECTION REPORTS | 100 |
| C89 PERFORM EQUIPMENT INSPECTIONS | 100 |
| C75 EVALUATE MAINTENANCE OF EQUIPMENT | 96 |
| C83 EVALUATE TECHNICAL ORDER IMPROVEMENT REPORTS | 93 |
| C77 EVALUATE MATERIAL DEFICIENCY REPORTS | 93 |
| C79 EVALUATE PERFORMANCE OF NEWLY INSTALLED EQUIPMENT | 89 |
| C70 EVALUATE EQUIPMENT RECORD FORMS | 89 |
| E155 MAKE ENTRIES ON AF FORMS 2420 (QUALITY CONTROL INSPECTION SUMMARY) | 85 |
| E178 RESEARCH TECHNICAL PUBLICATIONS | 85 |
| E163 MAKE ENTRIES ON AFTO FORMS 22 (TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY) | 85 |
| E154 MAKE ENTRIES ON AF FORMS 2419 (ROUTING AND REVIEW OF QUALITY CONTROL REPORTS) | 81 |
| C73 EVALUATE INSPECTION REPORT FINDINGS | 81 |
| E175 PREPARE MATERIAL DEFICIENCY REPORTS | 81 |
| C69 EVALUATE CORROSION CONTROL PROGRAMS | 81 |
| B46 IMPLEMENT QUALITY CONTROL PROCEDURES | 78 |
| E147 MAINTAIN TECHNICAL ORDER FILES | 78 |
| C67 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS | 78 |
| A31 SCHEDULE EQUIPMENT INSPECTIONS | 78 |
| C91 PERFORM SELF-INSPECTIONS | 78 |
| A21 PARTICIPATE IN MEETINGS | 74 |

TABLE VII-B

GROUP ID NUMBER AND TITLE: STG213, WORKCENTER SUPERVISORS
 GROUP SIZE: 9 AVERAGE TIME IN JOB: 21 MONTHS
 PREDOMINATE PAYGRADES: E-6/5/7/4 AVERAGE TAFMS: 139 MONTHS
 PERCENT OF SAMPLE: 7% AVERAGE TICF: 114 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| B10 DIRECT MAINTENANCE OF EQUIPMENT | 100 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 100 |
| A6 DETERMINE WORK PRIORITIES | 100 |
| E 67 MAKE ENTRIES ON DD FORMS 1574 (SERVICEABLE TAG-MATERIEL) | 100 |
| E170 MAKE ENTRIES ON DD FORMS 1577-2 (UNSERVICEABLE (REPARABLE) TAG MATERIEL) | 100 |
| A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 100 |
| E169 MAKE ENTRIES ON DD FORMS 1577 (UNSERVICEABLE (CONDEMNED) TAG MATERIEL) | 100 |
| A21 PARTICIPATE IN MEETINGS | 100 |
| E137 MAINTAIN HISTORICAL RECORDS | 100 |
| B37 COUNSEL SUBORDINATES ON JOB PROGRESSION | 100 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 89 |
| C75 EVALUATE MAINTENANCE OF EQUIPMENT | 89 |
| B25 SUPERVISE AUTOMATIC TRACKING RADAR SPECIALISTS (AFSC 382E3) | 89 |
| B118 MAINTAIN TRAINING RECORDS | 89 |
| A27 PLAN WORK ASSIGNMENTS | 89 |
| C61 CERTIFY STATUS OF PARTS, SUCH AS REPARABLE, SERVICEABLE, OR CONDEMNED | 89 |
| A9 DETERMINE EQUIPMENT MAINTENANCE REQUIREMENTS | 89 |
| E154 MAKE ENTRIES IN AF FORMS 2419 (ROUTING AND REVIEW OF QUALITY CONTROL REPORTS) | 89 |
| B39 COUNSEL SUBORDINATES ON PERSONAL MATTERS | 89 |
| B17 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS | 89 |

TABLE VII-C

GROUP ID NUMBER AND TITLE: STG208, OPERATIONS SUPERINTENDENTS
 GROUP SIZE: 22 AVERAGE TIME IN JOB: 29 MONTHS
 PREDOMINATE PAYGRADES: E-7/6/5 AVERAGE TAFMS: 181 MONTHS
 PERCENT OF SAMPLE: 3% AVERAGE TICF: 142 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---|
| A19 PARTICIPATE IN BRIEFINGS | 100 |
| A21 PARTICIPATE IN MEETINGS | 95 |
| C91 PERFORM SELF-INSPECTIONS | 95 |
| B37 COUNSEL SUBORDINATES ON JOB PROGRESSION | 95 |
| D18 MAINTAIN TRAINING RECORDS | 95 |
| B38 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS | 91 |
| C72 EVALUATE INDIVIDUALS FOR RECOGNITION | 91 |
| B53 ORIENT NEWLY ASSIGNED PERSONNEL | 91 |
| C92 REVIEW CORRESPONDENCE | 86 |
| B52 INTERPRET DIRECTIVES FOR SUBORDINATES | 86 |
| C73 EVALUATE INSPECTION REPORT FINDINGS | 86 |
| C93 WRITE APR | 82 |
| B49 IMPLEMENT SELF-INSPECTION PROGRAMS | 82 |
| A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 82 |
| B39 COUNSEL SUBORDINATES ON PERSONAL MATTERS | 82 |
| A18 ESTABLISH WORK SCHEDULES | 77 |
| A28 PREPARE BRIEFINGS | 77 |
| D97 ADMINISTER TESTS | 77 |
| B35 CONDUCT BRIEFINGS, OTHER THAN DAILY CREW BRIEFINGS AND CREW SHIFT CHANGEOVER BRIEFINGS | 77 |
| C16 EVALUATE TRAINING METHODS | 73 |
| C67 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS | 68 |

TABLE VII-D

GROUP ID NUMBER AND TITLE: STG206, MAINTENANCE SUPERINTENDENTS
 GROUP SIZE: 5 AVERAGE TIME IN JOB: 7 MONTHS
 PREDOMINATE PAYGRADES: E-5/7/6 AVERAGE TAFMS: 183 MONTHS
 PERCENT OF SAMPLE: 18 AVERAGE TICF: 125 MONTHS

THE FOLLOWING LIST IS DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| A15 DETERMINE WORK PRIORITIES | 100 |
| A19 PARTICIPATE IN BRIEFINGS | 100 |
| B36 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS | 100 |
| C93 WRITE APR | 100 |
| A1 ASSIGN PERSONNEL TO DUTY POSITIONS | 100 |
| F16 ENDORSE AIRMAN PERFORMANCE REPORTS (APR) | 100 |
| A33 SCHEDULE LEAVES | 100 |
| B39 COUNSEL SUBORDINATES ON PERSONAL MATTERS | 100 |
| A6 DETERMINE EQUIPMENT MAINTENANCE REQUIREMENTS | 80 |
| A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 80 |
| B96 SUPERVISE AUTOMATIC TRACKING RADAR TECHNICIANS AFGC 383731 | 80 |
| B10 DIRECT MAINTENANCE OF EQUIPMENT | 80 |
| C74 EVALUATE MAINTENANCE DATA COLLECTION REPORTS | 80 |
| C118 MAINTAIN TRAINING RECORDS | 80 |
| B100 MONITOR TRAINEES ON TRAINING PROGRESS | 70 |
| F77 PLAN AND CONDUCT A MEETING/INSTRUCTION | 60 |
| A41 PLAN AND PERFORM REQUIREMENTS | 60 |
| B21 PROVIDE SUBORDINATES IN JOB PROGRESSION | 60 |
| C97 RECENT NEEDS OF ASSIGNED PERSONNEL | 50 |
| A17 PARTICIPATE IN MEETINGS | 50 |

TABLE VII-E

GROUP ID NUMBER AND TITLE: STG227, OPERATIONS CREW CHIEFS
 GROUP SIZE: 6 AVERAGE TIME IN JOB: 30 MONTHS
 PREDOMINATE PAYGRADES: E-5/6/4 AVERAGE TAFMS: 112 MONTHS
 PERCENT OF SAMPLE: 1% AVERAGE TICF: 99 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| A1 ASSIGN PERSONNEL TO DUTY POSITIONS | 100 |
| F209 CONDUCT CREW SHIFT CHANGEOVER BRIEFINGS | 100 |
| F210 CONDUCT DAILY CREW BRIEFINGS | 100 |
| F332 REPLOT RBS DATA | 100 |
| A26 PREPARE BRIEFINGS | 100 |
| A19 PARTICIPATE IN BRIEFINGS | 100 |
| F297 PERFORM PRESHIFT AREA INSPECTIONS | 100 |
| S116 MAINTAIN TRAINING RECORDS | 100 |
| E115 COUNSEL TRAINEES ON TRAINING PROGRESS | 100 |
| G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEFS, OR PASSENGER VEHICLES | 100 |
| F211 CONFIRM EW ECM SCORES | 83 |
| E173 PERFORM WORK AREA SECURITY INSPECTIONS | 83 |
| F273 CONFIRM RBS SCORES | 83 |
| F298 PERFORM PRESHIFT EQUIPMENT STATUS INSPECTIONS | 83 |
| A4 DETERMINE PERSONNEL REQUIREMENTS | 83 |
| A13 SCHEDULE LEAVES | 83 |
| F114 ADVISE SUBORDINATES ON MILITARY-RELATED MATTERS | 83 |
| F22 EVALUATE INDIVIDUALS FOR RECOGNITION | 83 |
| F237 SET TIMING DEVICES | 83 |
| F24 ADVISE SUBORDINATES ON PERSONAL MATTERS | 83 |

TABLE VIII

GROUP ID NUMBER AND TITLE: STG119, GROUND BASED JAMMERS TECHNICIANS (IJT)
 GROUP SIZE: 34 AVERAGE TIME IN JOB: 19 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 52 MONTHS
 PERCENT OF SAMPLE: 4% AVERAGE TICF: 48 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---|
| Q1068 TROUBLESHOOT GROUND BASED JAMMER RECEIVER SYSTEMS | 100 |
| Q1070 TROUBLESHOOT GROUND BASED JAMMER TRANSMITTER SYSTEMS | 100 |
| Q1079 ALIGN GROUND BASED JAMMER RECEIVER SYSTEMS | 100 |
| Q1082 PERFORM DAILY PMI ON GROUND BASED JAMMER SYSTEMS | 100 |
| Q1084 PERFORM GROUND BASED JAMMER RECEIVER SYSTEM PERFORMANCE CHECKS | 100 |
| Q1085 PERFORM GROUND BASED JAMMER TRANSMITTER SYSTEM PERFORMANCE CHECKS | 100 |
| Q1086 REMOVE OR REPLACE GROUND BASED JAMMER TRANSMITTER SYSTEM SUBASSEMBLIES | 100 |
| Q1088 REMOVE OR REPLACE GROUND BASED JAMMER TRANSMITTER SYSTEM ASSEMBLIES | 100 |
| Q1086 REMOVE OR REPLACE GROUND BASED JAMMER RECEIVER SYSTEM SUBASSEMBLIES | 97 |
| Q1047 REMOVE OR REPLACE GROUND BASED JAMMER RECEIVER SYSTEM COMPONENTS | 97 |
| Q1085 REMOVE OR REPLACE GROUND BASED JAMMER RECEIVER SYSTEM ASSEMBLIES | 97 |
| Q1077 ALIGN OR REPLACE JAMMER TRANSMITTER SYSTEMS | 97 |
| Q1078 ALIGN OR REPLACE GROUND BASED JAMMER ANTENNA SYSTEM (REPARABLE WITH TECHNICAL TAG) | 97 |
| ET87 MAKE ENTRIES IN TO FORMS 1574 (SERVICEABLE TAG-MATERIEL) | 97 |
| Q1079 REMOVE OR REPLACE GROUND BASED JAMMER TRANSMITTER SYSTEM ASSEMBLIES | 94 |

TABLE IX

GROUP ID NUMBER AND TITLE: STG145, SITE DEVELOPMENT PERSONNEL (IJT)
 GROUP SIZE: 6 AVERAGE TIME IN JOB: 17 MONTHS
 PREDOMINATE PAYGRADES: E-3/4/5 AVERAGE TAFMS: 45 MONTHS
 PERCENT OF SAMPLE: 1% AVERAGE TICF: 40 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| H440 LOAD EQUIPMENT ON TRUCKS | 100 |
| H449 PREPARE AREAS FOR SITE INSTALLATIONS | 100 |
| J611 REMOVE OR REPLACE SOLID-STATE POWER SUPPLY SUBASSEMBLIES | 100 |
| J625 TROUBLESHOOT SOLID-STATE POWER SUPPLIES | 100 |
| J612 REMOVE OR REPLACE SOLID-STATE POWER SUPPLY COMPONENTS | 100 |
| J610 REMOVE OR REPLACE SOLID-STATE POWER SUPPLY ASSEMBLIES | 100 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 100 |
| I523 PERFORM FUNDAMENTAL SOLDERING | 100 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 100 |
| G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES | 83 |
| H442 OFF-LOAD EQUIPMENT FROM TRUCKS | 83 |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 83 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 83 |
| F294 PERFORM POWER SUPPLY OPERATIONAL CHECKS | 83 |
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 83 |
| H396 DISASSEMBLE WAVEGUIDE SYSTEMS | 83 |
| A5 DETERMINE TRANSPORTATION REQUIREMENTS | 83 |
| 11250 ADJUST GENERATORS | 83 |
| 11251 PERFORM PERIODIC PMI ON SOLID-STATE POWER SUPPLIES | 83 |
| 11252 DETERMINE EQUIPMENT MAINTENANCE REQUIREMENTS | 83 |

TABLE X

GROUP ID NUMBER AND TITLE: STG183, JOB CONTROL PERSONNEL (IJT)
 GROUP SIZE: 5 AVERAGE TIME IN JOB: 7 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/6 AVERAGE TAFMS: 128 MONTHS
 PERCENT OF SAMPLE: 1% AVERAGE TICF: 150 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD) | 100 |
| A6 DETERMINE WORK PRIORITIES | 100 |
| E146 MAINTAIN STATUS BOARDS | 100 |
| E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG) | 100 |
| A21 PARTICIPATE IN MEETINGS | 100 |
| E143 MAINTAIN PREVENTIVE MAINTENANCE INSPECTION LISTINGS | 80 |
| C91 PERFORM SELF-INSPECTIONS | 80 |
| C74 EVALUATE MAINTENANCE DATA COLLECTION REPORTS | 60 |
| E181 VERIFY DUE IN FROM MAINTENANCE (DIFM) DOCUMENT LISTINGS | 60 |
| B44 DIRECT MAINTENANCE OF STATUS BOARDS | 60 |
| E136 MAINTAIN EQUIPMENT STATUS REPORTS | 60 |
| E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST) | 60 |
| C61 CERTIFY STATUS OF PARTS, SUCH AS REPARABLE, SERVICEABLE, OR CONDEMNED | 60 |
| A79 PARTICIPATE IN BRIEFINGS | 60 |
| G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES | 60 |
| C60 ANALYZE WORKLOAD REQUIREMENTS | 40 |
| E142 MAINTAIN PRECISION MEASURING EQUIPMENT (PME) CALIBRATION SCHEDULES | 40 |
| G342 CONTROL REAL TIME EQUIPMENT MAINTENANCE | 40 |
| A7 DEVELOP EQUIPMENT MAINTENANCE SCHEDULES | 40 |
| E167 MAKE ENTRIES ON DD FORMS 1574 (SERVICEABLE TAG-MATERIEL) | 40 |

TABLE XI

GROUP ID NUMBER AND TITLE: STG304, OPERATIONS ANALYSTS (IJT)
 GROUP SIZE: 16 AVERAGE TIME IN JOB: 11 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/3 AVERAGE TAFMS: 75 MONTHS
 PERCENT OF SAMPLE: 2% AVERAGE TICF: 65 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---|
| F332 REPLOT RBS DATA | 100 |
| F235 MEASURE GROUND SPEED | 100 |
| F229 MEASURE AIRCRAFT TRACKS | 100 |
| F230 MEASURE AUTOAZIMUTHS | 100 |
| F231 MEASURE AUTORANGE | 100 |
| F331 REPLOT EW/ECM DATA | 94 |
| F232 MEASURE CIRCULAR ERROR AZIMUTHS (CEA) | 88 |
| F233 MEASURE CIRCULAR ERRORS (CE) | 88 |
| D97 ADMINISTER TESTS | 88 |
| D124 WRITE TEST QUESTIONS | 88 |
| D122 SCORE TESTS | 88 |
| F211 CONFIRM EW/ECM SCORES | 81 |
| F207 COMPUTE RBS MISSION SCORES | 81 |
| F227 LOAD COMPUTER PROGRAMS | 81 |
| A19 PARTICIPATE IN BRIEFINGS | 81 |
| F213 CONFIRM RBS SCORES | 75 |
| F203 COMPILE MISSION RESULTS | 75 |
| F205 COMPUTE EW/ECM MISSION SCORES | 75 |
| F204 COMPUTE BALLISTICS INFORMATION | 75 |
| F219 ENCODE RBS SCORES | 69 |
| F271 PERFORM EW/ECM ANALYSIS | 63 |

TABLE XII

GROUP ID NUMBER AND TITLE: STG276, TECHNICAL TRAINING INSTRUCTORS (IJT)
 GROUP SIZE: 17 AVERAGE TIME IN JOB: 42 MONTHS
 PREDOMINATE PAYGRADES: E-5, 6/7 AVERAGE TAFMS: 133 MONTHS
 PERCENT OF SAMPLE: 2% AVERAGE TICF: 106 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---|
| D100 CONDUCT ATC CLASSROOM TRAINING | 100 |
| D120 PREPARE LESSON PLANS | 100 |
| D97 ADMINISTER TESTS | 100 |
| D122 SCORE TESTS | 100 |
| D105 COUNSEL TRAINEES ON TRAINING PROGRESS | 71 |
| D114 EVALUATE PROGRESS OF ATC COURSE STUDENTS | 71 |
| D124 WRITE TEST QUESTIONS | 65 |
| G354 PAINT FACILITIES | 59 |
| A21 PARTICIPATE IN MEETINGS | 47 |
| D106 DETERMINE ATC COURSE TRAINING REQUIREMENTS | 41 |
| A19 PARTICIPATE IN BRIEFINGS | 41 |
| D121 PROCURE TRAINING AIDS | 35 |
| D110 DEVELOP TRAINING AIDS | 35 |
| B38 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS | 29 |
| E178 RESEARCH TECHNICAL PUBLICATIONS | 24 |
| F311 PERFORM SYSTEM RUN DOWN PROCEDURES | 24 |
| F312 PERFORM SYSTEM RUNUP PROCEDURES | 24 |
| C91 PERFORM SELF-INSPECTIONS | 24 |
| D116 EVALUATE TRAINING METHODS | 18 |
| D125 WRITE TRAINING REPORTS | 18 |

APPENDIX B
SELECTED TABLES FOR 303X3 MAJOR SPECIALTY JOBS

TABLE B-1

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| DUTIES | JOB TYPES | | |
|---|--|-------------------------|-------------------------------------|
| | "I" BAND RADAR PERSONNEL CLUSTER (STG086) | RBS SPEC (STG230) | AAA THREAT PERSONNEL (STG271) |
| A ORGANIZING AND PLANNING | 2 | 2 | 2 |
| B DIRECTING AND IMPLEMENTING | 2 | 2 | 1 |
| C INSPECTING AND EVALUATING | 1 | 2 | 1 |
| D TRAINING | 2 | 2 | 1 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 5 | 5 | 5 |
| F PERFORMING OPERATIONS FUNCTIONS | 31 | 27 | 24 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 2 | 2 | 5 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | 6 | 5 | 13 |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 11 | 11 | 11 |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | 8 | 8 | 7 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 2 | 2 | 2 |
| L MAINTAINING "I" BAND RADAR SYSTEMS | 18 | 19 | 26 |
| M MAINTAINING "E" BAND RADAR SYSTEMS | * | 0 | 0 |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | * | 1 | 0 |
| O MAINTAINING "G" BAND RADAR SYSTEMS | 0 | 0 | 0 |
| P MAINTAINING "J" BAND RADAR SYSTEMS | 0 | 0 | 0 |
| Q MAINTAINING GROUND BASED JAMMERS | 0 | 0 | 0 |
| R MAINTAINING COMMUNICATIONS SYSTEMS | 1 | 1 | * |
| S MAINTAINING COMPUTERS | 4 | 6 | 0 |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | 3 | 4 | 1 |
| U MAINTAINING SPECIALIZED EQUIPMENT | 2 | 2 | * |
| V MAINTAINING MULTIPLE RECEIVER SYSTEMS | 0 | 0 | 0 |

* Denotes less than .5 percent
NOTE: Columns may not add to 100 percent due to rounding

TABLE B-II

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| DUTIES | JOB TYPES | |
|--|---|------------------------------------|
| | "E" BAND RADAR PERSONNEL CLUSTER (STG083) | SAC "E" BAND AAA SIM SPEC (STG207) |
| A ORGANIZING AND PLANNING | 2 | 1 |
| B DIRECTING AND IMPLEMENTING | 2 | 1 |
| C INSPECTING AND EVALUATING | 2 | 1 |
| D TRAINING | 2 | 1 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 5 | 5 |
| F PERFORMING OPERATIONS FUNCTIONS | 20 | 24 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 4 | 2 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | 9 | 3 |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 10 | 10 |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | 11 | 10 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 1 | 1 |
| L MAINTAINING "I" BAND RADAR SYSTEMS | 1 | * |
| M MAINTAINING "E" BAND RADAR SYSTEMS | 20 | 20 |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | * | 0 |
| O MAINTAINING "G" BAND RADAR SYSTEMS | 0 | 0 |
| P MAINTAINING "J" BAND RADAR SYSTEMS | 0 | 0 |
| Q MAINTAINING GROUND BASED JAMMERS | 0 | 0 |
| R MAINTAINING COMMUNICATIONS SYSTEMS | 1 | * |
| S MAINTAINING COMPUTERS | * | 0 |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | 1 | 1 |
| U MAINTAINING SPECIALIZED EQUIPMENT | 2 | 1 |
| V MAINTAINING MULTIPLE RECEIVER SYSTEMS | 10 | 18 |
| | | * |
| | | 0 |

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-III

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| DUTIES | SPEC EQUIPMENT PERSONNEL CLUSTER (STG076) | JOB TYPES | | |
|--|--|--------------------------------------|--------------------------------------|--------------------------------------|
| | | SEEK SCORE RADAR SPEC (STG175) | THREAT ANAL OPS/MAINT (STG136) | SEEK SCORE RADAR SPEC (STG175) |
| A ORGANIZING AND PLANNING | 3 | 2 | 2 | 2 |
| B DIRECTING AND IMPLEMENTING | 2 | 1 | 2 | 2 |
| C INSPECTING AND EVALUATING | 3 | 1 | 2 | 2 |
| D TRAINING | 2 | 1 | 2 | 2 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 6 | 3 | 6 | 6 |
| F PERFORMING OPERATIONS FUNCTIONS | 23 | 19 | 26 | 26 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 5 | 3 | 4 | 4 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | 6 | 5 | 5 | 5 |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 12 | 8 | 14 | 14 |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | 7 | 8 | 4 | 4 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 1 | 1 | * | * |
| L MAINTAINING "I" BAND RADAR SYSTEMS | 4 | 15 | * | * |
| M MAINTAINING "E" BAND RADAR SYSTEMS | * | 0 | 0 | 0 |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | * | 0 | 0 | 0 |
| O MAINTAINING "G" BAND RADAR SYSTEMS | * | 0 | 0 | 0 |
| P MAINTAINING "J" BAND RADAR SYSTEMS | * | 0 | 0 | 0 |
| Q MAINTAINING GROUND BASED JAMMERS | 0 | 0 | 0 | 0 |
| R MAINTAINING COMMUNICATIONS SYSTEMS | 1 | 2 | 1 | 1 |
| S MAINTAINING COMPUTERS | 11 | 13 | 15 | 15 |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | 2 | 3 | 1 | 1 |
| U MAINTAINING SPECIALIZED EQUIPMENT | 8 | 15 | 3 | 3 |
| V MAINTAINING MULTIPLE RECEIVER SYSTEMS | 4 | 0 | 0 | 0 |

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-IV

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| DUTIES | DUTY TYPES | | |
|--|--|---------------------------------|---------------------------------|
| | MULT OPERATIONS PERSONNEL CLUSTER (STG116) | OPERATIONS SPECIALISTS (STG211) | OPERATIONS TECHNICIANS (STG149) |
| A ORGANIZING AND PLANNING | 5 | 1 | 9 |
| B DIRECTING AND IMPLEMENTING | 4 | 2 | 9 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 6 | 6 | 5 |
| F PERFORMING OPERATIONS FUNCTIONS | 50 | 54 | 43 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 3 | 4 | 2 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | 3 | 3 | 4 |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 8 | 11 | 3 |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | 3 | 5 | 1 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 1 | 1 | * |
| L MAINTAINING "I" BAND RADAR SYSTEMS | 1 | 1 | 1 |
| M MAINTAINING "E" BAND RADAR SYSTEMS | 1 | 0 | 0 |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | 0 | 0 | 0 |
| C MAINTAINING "G" BAND RADAR SYSTEMS | 0 | 0 | 0 |
| F MAINTAINING "J" BAND RADAR SYSTEMS | 0 | 0 | 0 |
| Q MAINTAINING GROUND BASED JAMMERS | * | 0 | * |
| R MAINTAINING COMMUNICATIONS SYSTEMS | 3 | 1 | 5 |
| S MAINTAINING COMPUTERS | 2 | 2 | 1 |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | 1 | 2 | * |
| U MAINTAINING SPECIALIZED EQUIPMENT | 2 | 2 | 1 |
| V MAINTAINING MULTIPLE RECEIVER SYSTEMS | * | 1 | 0 |

* Denotes less than .5 percent
 NOTE: Columns may not add to 100 percent due to rounding

TABLE B-V

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| DUTIES | JOB TYPES | | |
|--|---|-----------------------------------|--|
| | "J" BAND RADAR PERSONNEL CLUSTER (STG114) | "J" BAND AAA THREAT SPEC (STG197) | TAC RADAR THREAT GENERATOR SPEC (STG172) |
| A ORGANIZING AND PLANNING | 2 | 2 | 2 |
| B DIRECTING AND IMPLEMENTING | 2 | 2 | 2 |
| C INSPECTING AND EVALUATING | 2 | 2 | 2 |
| D TRAINING | 1 | 1 | 1 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 5 | 4 | 6 |
| F PERFORMING OPERATIONS FUNCTIONS | 17 | 19 | 17 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 4 | 3 | 5 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | 9 | 6 | 11 |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 9 | 9 | 9 |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | 5 | 7 | 4 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 1 | 1 | * |
| L MAINTAINING "I" BAND RADAR SYSTEMS | 6 | 14 | 0 |
| M MAINTAINING "E" BAND RADAR SYSTEMS | 4 | 10 | 0 |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | 0 | 0 | 0 |
| C MAINTAINING "G" BAND RADAR SYSTEMS | 0 | 0 | 0 |
| P MAINTAINING "J" BAND RADAR SYSTEMS | 25 | 16 | 32 |
| Q MAINTAINING GROUND BASED JAMMERS | 0 | 0 | 0 |
| R MAINTAINING COMMUNICATIONS SYSTEMS | 1 | * | 1 |
| S MAINTAINING COMPUTERS | 1 | 2 | * |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | 1 | 1 | 4 |
| U MAINTAINING SPECIALIZED EQUIPMENT | 3 | 2 | 3 |
| V MAINTAINING MULTIPLE RECEIVER SYSTEMS | 0 | 0 | 0 |

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-VI

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| DUTIES | JOB TIME (%) | | |
|---|---|------------------------------------|------------------------------------|
| | MULT BAND SAM SIM PERSONNEL CLUSTER (STG225) | SAM SIM SPECIALISTS (STG331) | SAM SIM TECHNICIANS (STG346) |
| A ORGANIZING AND PLANNING | 2 | 1 | 6 |
| B DIRECTING AND IMPLEMENTING | 2 | 1 | 6 |
| C INSPECTING AND EVALUATING | 2 | 1 | 9 |
| D TRAINING | 1 | 1 | 4 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 4 | 4 | 8 |
| F PERFORMING OPERATIONS FUNCTIONS | 15 | 17 | 5 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 2 | 2 | 2 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | 3 | 4 | 4 |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 9 | 9 | 4 |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | 5 | 5 | 4 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 1 | 1 | * |
| L MAINTAINING "I" BAND RADAR SYSTEMS | 12 | 11 | 10 |
| M MAINTAINING "E" BAND RADAR SYSTEMS | * | 0 | 1 |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | 12 | 14 | 10 |
| O MAINTAINING "G" BAND RADAR SYSTEMS | 16 | 15 | 10 |
| P MAINTAINING "J" BAND RADAR SYSTEMS | * | 0 | 1 |
| Q MAINTAINING GROUND BASED JAMMERS | * | 0 | * |
| R MAINTAINING COMMUNICATIONS SYSTEMS | 1 | * | 2 |
| S MAINTAINING COMPUTERS | 3 | 3 | 2 |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | 3 | 3 | 4 |
| U MAINTAINING SPECIALIZED EQUIPMENT | 6 | 7 | 5 |
| V MAINTAINING MULTIPLE RECEIVER SYSTEMS | * | * | * |

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-VII

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| DUTIES | JOB TYPES | | | | | |
|---|---|------------------------|---------------------------|-------------------------|---------------------------|--------------------------------|
| | SUPV AND MGMT PERSONNEL CLUSTER (STG038) | QC MGRS (STG246) | WKCTR SUPV (STG213) | OPS SUPT (STG208) | MAINT SUPT (STG206) | OPS CREW CHIEFS (STG227) |
| A ORGANIZING AND PLANNING | 19 | 13 | 15 | 24 | 31 | 18 |
| B DIRECTING AND IMPLEMENTING | 14 | 10 | 15 | 20 | 20 | 9 |
| C INSPECTING AND EVALUATING | 26 | 41 | 16 | 24 | 19 | 5 |
| D TRAINING | 10 | 4 | 8 | 19 | 7 | 13 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 19 | 27 | 24 | 8 | 12 | 7 |
| F PERFORMING OPERATIONS FUNCTIONS | 3 | 1 | 1 | 4 | * | 42 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 4 | 3 | 2 | 1 | 8 | 4 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | 2 | * | 2 | * | 2 | * |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 1 | * | 3 | * | 0 | 1 |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | * | 0 | 3 | 0 | 0 | 0 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | * | 0 | * | 0 | 0 | 0 |
| L MAINTAINING "I" BAND RADAR SYSTEMS | * | 0 | * | * | 0 | 0 |
| M MAINTAINING "E" BAND RADAR SYSTEMS | * | 0 | 0 | 4 | 0 | 0 |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | * | 0 | 0 | 0 | 0 | 0 |
| O MAINTAINING "G" BAND RADAR SYSTEMS | * | 0 | 0 | 0 | 0 | 0 |
| P MAINTAINING "J" BAND RADAR SYSTEMS | * | 0 | 0 | 0 | 0 | 0 |
| Q MAINTAINING GROUND BASED JAMMERS | * | 0 | 0 | 0 | 1 | 0 |
| R MAINTAINING COMMUNICATIONS SYSTEMS | * | * | * | 0 | 0 | 1 |
| S MAINTAINING COMPUTERS | * | * | * | 0 | 0 | 0 |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | * | * | * | 0 | 0 | 0 |
| U MAINTAINING SPECIALIZED EQUIPMENT | 0 | 0 | 6 | * | 0 | 0 |
| V MAINTAINING MULTIPLE RECEIVER SYSTEMS | 0 | 0 | 0 | 0 | 0 | 0 |

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-VIII

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY CODES

| DUTIES | GRND BSL JAM TECH (IJT)** (STG119) | SITE DEVELOPMNT PERS (IJT)** (STG145) |
|--|--|---|
| A MAINTAINING AND OPERATING RADAR SYSTEMS | 3 | 16 |
| B MAINTAINING AND IMPLEMENTING INSPECTION AND EVALUATING | 3 | 5 |
| C TRAINING | 2 | 2 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 6 | 12 |
| F PERFORMING OPERATIONS FUNCTIONS | 25 | 10 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 2 | 7 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | 5 | 19 |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 11 | 14 |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | 4 | 12 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 2 | 2 |
| L MAINTAINING "I" BAND RADAR SYSTEMS | * | 0 |
| M MAINTAINING "E" BAND RADAR SYSTEMS | * | 0 |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | 0 | 0 |
| O MAINTAINING "G" BAND RADAR SYSTEMS | 0 | 0 |
| P MAINTAINING "J" BAND RADAR SYSTEMS | 0 | 0 |
| Q MAINTAINING GROUND BASED JAMMERS | 23 | 0 |
| R MAINTAINING COMMUNICATIONS SYSTEMS | 7 | 0 |
| S MAINTAINING COMPUTERS | * | 0 |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | 1 | 3 |
| U MAINTAINING SPECIALIZED EQUIPMENT | 2 | 0 |
| V MAINTAINING MULTIPLE RECEIVER SYSTEMS | * | 0 |

* Denotes less than .5 percent

** Independent Job Type (IJT)

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-IX

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

| DUTIES | JOB CTRL PERS (IJT) ** (STG183) | OPERATIONS ANAL (IJT) ** (STG304) | TECH TNG INSTR (IJT) ** (STG216) |
|---|---------------------------------------|---|--|
| A ORGANIZING AND PLANNING | 18 | 7 | 3 |
| B DIRECTING AND IMPLEMENTING | 5 | 5 | 2 |
| C INSPECTING AND EVALUATING | 18 | 4 | * |
| D TRAINING | 1 | 16 | 70 |
| E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS | 54 | 7 | 9 |
| F PERFORMING OPERATIONS FUNCTIONS | 0 | 60 | 6 |
| G PERFORMING SITE SUPPORT FUNCTIONS | 4 | 1 | 4 |
| H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS | * | * | 3 |
| I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS | 0 | * | * |
| J MAINTAINING POWER SUPPLIES AND INDICATORS | 0 | 0 | 1 |
| K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT | 0 | 0 | 0 |
| L MAINTAINING "I" BAND RADAR SYSTEMS | 0 | 0 | 0 |
| M MAINTAINING "E" BAND RADAR SYSTEMS | 0 | 0 | 1 |
| N MAINTAINING "E/F" BAND RADAR SYSTEMS | 0 | * | 0 |
| O MAINTAINING "G" BAND RADAR SYSTEMS | 0 | 0 | 0 |
| P MAINTAINING "J" BAND RADAR SYSTEMS | 0 | 0 | 0 |
| Q MAINTAINING GROUND BASED JAMMERS | 0 | 0 | 0 |
| R MAINTAINING COMMUNICATIONS SYSTEMS | 0 | * | 0 |
| S MAINTAINING COMPUTERS | 0 | 0 | 0 |
| T MAINTAINING AEROSPACE GROUND EQUIPMENT | 0 | * | 0 |
| U MAINTAINING SPECIALIZED EQUIPMENT | 0 | 0 | 0 |
| V MAINTAINING MULTIPLE RECEIVER | 0 | 0 | 1 |

** Due to 100 percent due to rounding

END